

Your Benefits at a Glance.



CLINICS

BENEFIT	*EMPLOYMENT CLASSIFICATION					WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE												
	F T	M T	P T	S P	O C	Employee	Aspirus	1st of month following 30 days of hire if enrollment forms have been returned.															
Health Benefits	x	x	x			x	x	x			Three plans available, all with coverage for major medical, emergency, prescription drugs, doctor visits and routine preventative care. Choices include one reimbursement plan and two high deductible plans with health savings accounts.												
Vision Benefits	x	x	x			x		x			Two plans available: Full service (materials plus exam) and materials only.												
Dental Benefits	x	x	x			x		x			Two plans available with coverage for preventative, basic, major, restorative and orthodontic services.												
Short-Term Disability	x	x	x				x	Eligible to participate after 90 days of employment.			If approved, paid at 66 2/3% of covered pay up to a maximum of 180 consecutive days per certified employee (non-work related) illness or injury.												
Long-Term Disability Insurance	x	x	x			x	x	x			Two plans available to protect a percentage of your pay, after the required waiting period.												
Life/Accidental Death and Dismemberment Insurance	x	x	x			x	x	x			Aspirus paid coverage based on a multiple of your annual salary, and optional coverage available up to a combined total of \$1,000,000.												
Dependent Life Insurance	x	x	x			x		x			Spouse coverage available up to \$250,000 and dependent child coverage available up to \$10,000.												
Flexible Spending Account	x	x	x			x		x			Two accounts available - health care and dependent care reimbursement accounts - for tax-free reimbursement of eligible expenses.												
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	F T	M T	P T	S P	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other													
Voluntary Retirement Savings Plan 403(b)	x	x	x	x	x	x		x			Traditional pre-tax contribution as well as Roth 403(b) after tax contribution options available. Employee eligible to participate upon date of hire.												
Employer Cont. Retirement Savings Plan 403(b)	x	x	x				x				Aspirus makes non-elective contributions to eligible participant's retirement accounts. These dollars are subject to a 3 year vesting schedule												
Paid Time Off (PTO) (Includes Vacation, Holiday and Sick Hours)	x	x	x				x	Begin Accruing	Useable after 90 days		<table border="1"> <thead> <tr> <th></th> <th>PTO Accrual Rate Per Hour</th> <th>(0-6 yrs of completed service) Based on 80 Hours pay period</th> <th>Annual PTO Accrual Maximum</th> </tr> </thead> <tbody> <tr> <td>Non-Mgmt</td> <td>.0732</td> <td>5.85</td> <td>152</td> </tr> <tr> <td>Management</td> <td>.0924</td> <td>7.39</td> <td>192</td> </tr> </tbody> </table> <p>Annual carry-over limited to 176 hours. Accrual rate increases after 6 years of completed service. Management and salaried employees begin accruing and can use PTO immediately when earned - no 90 day waiting period. Refer to policy for details.</p>		PTO Accrual Rate Per Hour	(0-6 yrs of completed service) Based on 80 Hours pay period	Annual PTO Accrual Maximum	Non-Mgmt	.0732	5.85	152	Management	.0924	7.39	192
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(PTO) Buy Back	x	x	x							x	Buy back up to 24 PTO hours.												

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	F T	M T	P T	S P	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other	
Holidays	x	x	x	x				x			Six days of holiday pay (included in PT0). Eligible employees will receive 1½ base pay for hours worked on designated holidays.
Bus Transportation (Wausau Transit)	x	x	x	x	x		x	x			Free MetroRide transportation on Wausau Area Transit System to - from work using ID badge as bus pass.
Shift Differential	x	x	x	x	x		x	x			Eligible employees receive an additional \$2.00 per hour for working a minimum of two hours after 5 pm and all scheduled hours worked on weekends.
Call Pay	x	x	x	x	x		x	x			Eligible employees receive \$2.25 per hour while placed on call status. Non-exempt staff will receive 1 ½ x pay for hours worked when called in.
Funeral Pay	x	x	x				x	x			Up to 24 hours paid time off as approved.
Jury Duty Pay	x	x	x	x	x		x	x			Difference of jury pay and regular pay.
Referral Bonus	x	x	x	x	x		x	x			Bonus paid for referring eligible employees to Aspirus - see policy for details.
Training/Development Services	x	x	x	x	x			x			Training/Development programs available.
Tuition Assistance	x	x	x				x	x			Financial assistance for pre-approved courses, dollar amount depending on employment classification.
Department Transfers	x	x	x	x	x			x			Opportunity to transfer to a new department/position 6 months after initial hire or 1 year in department.
Leave of Absence	x	x	x	x	x					x	Personal, military, extended medical, educational, and family medical leave.
Direct Deposit	x	x	x	x	x			x			Paycheck required to be deposited into checking/ savings accounts - your choice of financial institution.
Wellness Benefits	x	x	x	x	x		x	x			A variety of health and wellness activities available to encourage employees to participate, learn and make healthy choices.
Employee Assistance Services	x	x	x	x	x		x	x			Employee counseling (financial, personal, medical, etc.).
Social Security	x	x	x	x	x	x	x	x			Retirement, disability, survivors and death events.
Unemployment Comp.	x	x	x	x	x		x	x			As provided by state and federal regulations.
Worker's Comp	x	x	x	x	x		x	x			Medical expenses and loss of income benefits for on-the-job injury/ illness.
Connexus Credit Union	x	x	x	x	x		x	x			Services of credit union located at Aspirus Wausau Hospital.
Met Life Auto & Home	x	x	x			x		x			Benefit eligible employees have the opportunity to apply to MetLife Auto & Home to purchase auto, home and other personal lines of insurance, at special group rates, with discounts for years of service, and payroll deduction.

FT = Full Time (72-80 hours per 2 week pay period)
 MT = Majority Time (64-71 hours per 2 week pay period)
 PT = Part Time (48-63 hours per 2 week pay period)
 SP = Supplemental (1-47 hours per 2 week pay period)
 OC = Occasional (hours defined by department)

NOTE: The benefits above are summaries of key features which affect most situations. Detailed information is available in the Human Resources policy statements, summary plan descriptions of master contracts. The above summaries do not alter the terms of the statements, descriptions or contracts.