

Your Benefits at a Glance.



WAUSAU HOSPITAL

BENEFIT	*EMPLOYMENT CLASSIFICATION						WHO PAYS		ELIGIBILITY			WHAT YOU RECEIVE																
	F T	M T	P T	S P	S T	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	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 ⅔% 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. (FT/MT=1.5 X annual salary/wages; PT=1.0 X annual salary/wages)																
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	S T	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other																	
Retirement Savings Plan 403(b)												Traditional pre-tax contribution as well as Roth 403(b) after tax contribution options available. Employees eligible to participate upon date of hire. Matching contribution up to 4% based on years of service, subject to a 3-year vesting schedule. <ul style="list-style-type: none"> < 3 yrs: 50¢ for every \$1 you save up to 4% of pay 3 or more yrs: \$1 for every \$1 you save up to 4% of pay *Must work minimum 1000 hours per calendar year.																
Non-Matching	x	x	x	x			x		x																			
Matching	x	x	x	x				x			x																	
Non-elective Contribution	x	x	x	x			x		x			2%*																
Management Supplemental Retirement Income Plan								x	x			For eligible management employees. At the end of each calendar year, Aspirus Wausau Hospital makes a contribution to your account based on base pay during that calendar year.																
Paid Time Off (PTO) (Includes Vacation, Holiday and Sick Hours)	x	x	x						Begin Accruing Exec/Mgmt begin using PTO immediately once earned	Useable after 90 days.		Paid time off hours accrue each pay period, based on hours paid. <table border="1"> <thead> <tr> <th></th> <th>PTO Accrual Rate Per Hour</th> <th>(0-4 yrs of completed service) Based on 80 Hours pay period</th> <th>Annual PTO Accrual Maximum</th> </tr> </thead> <tbody> <tr> <td>Hourly</td> <td>.0846</td> <td>6.768</td> <td>176</td> </tr> <tr> <td>Salaried</td> <td>.0962</td> <td>7.696</td> <td>200</td> </tr> <tr> <td>Management</td> <td>.1038</td> <td>8.304</td> <td>216</td> </tr> </tbody> </table> Annual carry-over limited to 176 hours. Accrual rate increases after 4 years of completed service.		PTO Accrual Rate Per Hour	(0-4 yrs of completed service) Based on 80 Hours pay period	Annual PTO Accrual Maximum	Hourly	.0846	6.768	176	Salaried	.0962	7.696	200	Management	.1038	8.304	216
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(PTO) Buy Back	x	x	x								x	Buy back up to 24 PTO hours.																
Holidays	x	x	x	x	x	x	x	x				Six days of holiday pay (included in PTO). Eligible employees will receive 1½ base pay for hours worked the day before the holiday from 11:00 pm until the day of the holiday at 11:00 pm on designated holidays.																
Bus Transportation (Wausau Transit)	x	x	x	x	x	x	x	x				Free MetroRide transportation on Wausau Area Transit System to or from work using ID badge as bus pass.																

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	F T	M T	P T	S P	S T	O C	Employee	Aspirus	Date of Hire	After 90 Days	Other	
Shift Differentials	X	X	X	X	X	X		X	X			Eligible Regional-PM..... \$1.70 Eligible Local-PM \$1.10 Eligible Regional-Night... \$2.50 Eligible Local-Night.. \$1.50 Must work 2 or more consecutive hours from 3pm-11pm for PM shift differential and 2 or more consecutive hours from 11pm-7am for night differential.
Shift Differentials for PBB and AWH Clinics	X	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.
Weekend Differential	X	X	X	X	X	X		X	X			Eligible Local and Regional employees working 4 or more consecutive hours between 3:00 pm Friday and 7:00 am Monday receive an additional \$1.70 per hour.
Call Pay	X	X	X	X		X		X	X			Eligible employees receive an additional \$2.40 per hour while placed on call status. Non-exempt staff will receive 1 ½ X pay for hours worked when called in.
Call Pay for PBB and AWH Clinics	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.
Charge pay	X	X	X			X		X	X			Applies to employees whose job duties do not normally include leadership or supervisory duties. Eligible employees receive an additional \$1.00 per hour.
Funeral Pay	X	X	X					X			X	Up to 24 hours paid time off as approved by department director.
Jury Duty	X	X	X	X		X		X	X			Difference of jury pay and regular pay.
Referral Bonus	X	X	X	X	X	X		X	X			Bonus paid for referring eligible employees to Aspirus - see policy for details.
Training/Development Serv.	X	X	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					X	Opportunity to transfer to a new department/position 6 months after initial hire or after 1 year in department.
Direct Deposit	X	X	X	X		X			X			Paycheck required to be deposited into checking/ savings accounts - your choice of financial institution.
Leave Of Absence	X	X	X	X	X	X					X	Personal, military, extended medical, educational, and family medical leave.
Health Services	X	X	X	X	X	X		X	X			Health consultation and first aid.
Wellness Benefits	X	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	X			Employee counseling (financial, personal, medical, etc.)
Food Services	X	X	X	X	X	X	X	X	X			Meals available at reduced cost.
Library - Health Science	X	X	X	X	X	X		X	X			Access to information on medicine, nursing, health care.
Social Security	X	X	X	X	X	X	X	X	X			Retirement, disability, survivors and death benefits.
Unemployment Compensation	X	X	X	X	X	X		X	X			As provided by state and federal regulations.
Workers' Compensation	X	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		X			Services of credit union located at Aspirus Wausau Hospital.
Risk Travel- Accident Insurance	X	X	X	X	X	X		X	X			Coverage provided for employees when traveling on Aspirus business.
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 (80 hrs per 2 wk pay period) PT = Part Time (48-63 hrs per 2 wk pay period) ST = Student (age 16-17)
 MT = Majority Time (64-79 hrs per 2 wk pay period) SP = Supplemental (less than 48 hrs per 2 wk 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 or master contracts. The above summaries do not alter the terms of the statements, descriptions or contracts. Subject to change at the discretion of Aspirus Wausau Hospital.