

Infirmiry Health System
Your Benefits



HEALTH & PERSONAL WELLBEING

PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
Health Plan: Includes Prescription Drug Coverage	Regular Full-time and Regular Part-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> The health plan combines the use of deductibles, co-insurance and co-pays Convenient and affordable \$30 co-pay for a physician office visit BCBS physician network IHS facilities Prescription coverage 	<p>You and IHS</p> <p>Affordable rates for the generous coverage provided by IHS. IHS subsidizes 75% of the premium cost</p> <p>Premiums are payroll deducted on a before-tax basis</p>
Dental Plan	Regular Full-time and Regular Part-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> Basic Plan, provides for preventive and restorative coverage up to \$1000 per year Enhanced Plan, provides for preventive and restorative coverage up to \$1500 per year and has orthodontia coverage for children 	<p>You and IHS</p> <p>Affordable rates for the generous coverage provided by IHS</p> <p>Premiums are deducted on a before-tax basis</p>
Vision Plan	Regular Full-time and Regular Part-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> Vision provides for annual eye exams and coverage for frames, lenses or contact lens allowance 	<p>You</p> <p>Premiums are deducted on a before-tax basis</p>
EAP (Employee Assistance Program)	ALL Employees	Immediate Coverage effective on date of hire	<ul style="list-style-type: none"> Confidential program provides five counseling sessions to you and family members for assistance with a variety of life issues 	<p>FREE</p> <p>IHS pays the entire cost of this important benefit for you</p>
Fitness Centers	ALL Employees	Immediate	<ul style="list-style-type: none"> Centers available at PRO Health (MIMC), North Baldwin Infirmary, and Thomas Hospital Wellness 	<p>You and IHS</p> <p>Affordable membership rates provided to employees</p>
Employee Health Services	ALL Employees	Immediate Coverage effective on date of hire	<ul style="list-style-type: none"> Health assessment at employment, annual TB screenings, immunizations as well as other services 	<p>FREE</p> <p>IHS pays the entire cost of this benefit for you</p>
Infirmary Wellcare (at designated locations in Employee Health)	ALL Employees	Immediate Begins on date of hire	<ul style="list-style-type: none"> On site nurse practitioner Treatment for minor illnesses like colds, flu, rashes, ear infections and sprains and strains Physician referral when necessary 	<p>FREE</p> <p>IHS pays the full cost of this valuable benefit</p>

SURVIVOR PROTECTION

PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
Basic Life and AD&D (Accidental Death & Dismemberment)	Regular Full-time and Regular Part-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> Full-time: benefit amount 1 times base annual salary 2 times base annual salary due to accidental death Part-time: benefit amount up to \$15,000 	<p>FREE</p> <p>IHS pays the entire cost of this important benefit</p>
Optional Life and AD&D Insurance	Regular Full-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> You may purchase additional coverage at group rates Amounts available are one, two or three times base annual salary 	<p>You</p> <p>Premiums are deducted on an after-tax basis</p>
Optional Dependent Life Insurance	Regular Full-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> Spouse coverage available in the amounts of \$10,000 or \$25,000 Coverage for children is available - \$5000 	<p>You</p> <p>Premiums are deducted on an after-tax basis</p>

INCOME PROTECTION

PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
Earned Time Off (ETO) Program	Regular Full-time Employees and Regular Part-time Employees	Immediate Begins on date of hire Accruals begin when in an eligible status	<ul style="list-style-type: none"> You accrue hours for time off to use for vacation, holidays, personal or family reasons Benefit accrual increases with length of service 	FREE IHS pays the entire cost of this important benefit for you
Short-Term Disability	Regular Full-time Employees	Automatic coverage effective the 1st day of month following six months of employment in an eligible status	<ul style="list-style-type: none"> 60% of base salary for qualifying disabilities Benefits begin after a waiting period of missed scheduled 80 hours of work 	FREE IHS pays the cost of this important benefit for you
Short-Term Disability	Regular Part-time Employees	Coverage effective the 1st day of month following six months of employment in an eligible status	<ul style="list-style-type: none"> 60% of base salary for qualifying disabilities Percent of benefit is based on a 28-hour work week Benefits begin after a waiting period of missed scheduled 80 hours of work 	You You must choose to purchase this coverage to have this important protection
Short-Term Disability Buy-up Option	Regular Full-time Employees Regular Part-time Employees who have elected to purchase the basic coverage	Effective on the same date as the basic short-term disability plan	<ul style="list-style-type: none"> 10 % of base salary to supplement basic disability benefits Benefits begin when the basic benefits are available for qualifying disabilities 	You The cost is based on your base hourly rate of pay and deducted on a before-tax basis
Long-Term Disability	Regular Full-time Employees	Coverage effective the 1st day of month following 12 months of employment in an eligible status	<ul style="list-style-type: none"> Income protection of 60% of base pay Benefit payable after 180 days of a covered disability 	FREE IHS pays the entire cost of this important benefit for you
Bereavement Leave	Regular Full-time Employees	Immediate Begins on effective date in an eligible status	<ul style="list-style-type: none"> Up to 16 hours of paid leave at your hourly base rate of pay Benefit payable for missed scheduled work due to the death of an immediate family member 	FREE IHS pays the entire cost of this important benefit for you
Leaves of Absence	Regular Full-time and Regular Part-time Employees	Full-time employees after 12 months of service Part-time employees after two consecutive years of service	<ul style="list-style-type: none"> Benefit continuation may be available during certain leaves of absence Examples of approved leaves are: illness, education, adoption and family medical leaves 	IHS provides this important benefit for you
Jury Duty	Regular Full-time and Regular Part-time Employees	Immediate Begins on hire date	<ul style="list-style-type: none"> Full salary for scheduled work time missed as long as summons is presented to supervisor upon receipt Assists you in fulfilling your civic duty 	FREE IHS pays the entire cost of this important benefit for you
Workers Compensation	ALL Employees	Immediate Automatic coverage from date of hire	<ul style="list-style-type: none"> Provides coverage for work-related injury in accordance with Alabama state laws 	IHS pays the entire cost of this coverage

FINANCIAL WELLBEING

PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
Social Security	ALL Employees	Immediate Begins on hire date	<ul style="list-style-type: none"> Retirement benefits based on Social Security regulations 	You and IHS Each contributes 6.2% of eligible pay to this government-sponsored program
Flexible Spending Account (Healthcare)	Regular Full-time and Regular Part-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> Designate up to \$5000 per year for reimbursement for non-covered healthcare expenses like deductibles and co-pays 	You Premiums are deducted on a before-tax basis
Flexible Spending Account (Dependent Care)	Regular Full-time and Regular Part-time Employees	1st of the month following 30 days of employment	<ul style="list-style-type: none"> Designate up to \$5000 per year for reimbursement for dependent care expenses you incur so that you can work 	You Premiums are deducted on a before-tax basis
Voluntary Benefits	Regular Full-time and Regular Part-time Employees	January 1, following your date of employment	<ul style="list-style-type: none"> Individual policies that you own and are portable Plans are available for: Whole Life, Long Term Care and Critical Illness Insurance 	You These plans are owned by you. IHS provides convenient payroll deduction for your premiums

FINANCIAL SECURITY

PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
Retirement Program 401(k)	Regular Full-time and Regular Part-time Employees Flex Employees	Immediate Begins on hire date After 1000 hours of service	<ul style="list-style-type: none"> 401(k) – save for your retirement career On-site retirement counselors to assist you with enrollment and plan investment options 	You Your contributions are saved on a before-tax basis
Retirement Program Supplemental Retirement Contribution (SRC)	ALL Eligible Employees Regular Full-time and Regular Part-time Employees	Automatic enrollment after one year of plan service	<ul style="list-style-type: none"> IHS makes an additional employer contribution to the 401K 100% vested after three years of service 	IHS pays the entire cost of this benefit
Financial Planning	Regular Full-time and Regular Part-time Employees	Immediate	<ul style="list-style-type: none"> Onsite certified financial planner Basic financial planning Referral to other financial services 	FREE IHS provides this service to you at no cost
529 College Savings Plan	ALL Employees	Immediate	<ul style="list-style-type: none"> Convenient payroll deduction of your contributions VanKampen 529 Plan 	You
Credit Union	ALL Employees	Immediate	<ul style="list-style-type: none"> A variety of banking services provided Onsite ATM at all IHS locations 	You
Business Travel Insurance	Regular Full-time and Regular Part-time Employees	Immediate Begins on date of hire	<ul style="list-style-type: none"> Covers you while traveling on business for the company Benefit amount of up to 10 times base salary, with a maximum benefit of \$500,000 	FREE IHS pays the entire cost of this important benefit

CONVENIENCE PROGRAMS

PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
Gift Shop	ALL Employees	Immediate	<ul style="list-style-type: none"> Convenient on-site gift shops for gift items Payroll deduction is available at most locations 	N/A
Parking	ALL Employees	Immediate	<ul style="list-style-type: none"> On-site parking in designated areas 	<p>FREE</p> <p>IHS pays the cost of this important benefit</p>
Cafeteria	ALL Employees	Immediate	<ul style="list-style-type: none"> Convenient on-site meals for employees at discounted rates Payroll deduction is available 	<p>You and IHS</p> <p>IHS subsidizes the cafeteria through a discount off the full cost of meals</p>
Chapel	ALL Employees	Immediate	<ul style="list-style-type: none"> On-site Chapel To rest and renew your spirit 	IHS

RECOGNITION PROGRAMS

PLAN	ELIGIBILITY	EFFECTIVE	COVERAGE	WHO PAYS
Service Awards	Regular Full-time and Regular Part-time Employees	Recognition based on your years of service	<ul style="list-style-type: none"> Recognition for your commitment to IHS and the patients that we serve Years of service are recognized at 3, 5, 10, 15, 20 years, etc. 	IHS pays the cost of this program in honor of you
Healthcare Week	ALL Employees	Immediate	<ul style="list-style-type: none"> Recognition for employees committed to quality, compassionate patient care 	IHS pays the cost of this program in honor of you
Christmas Turkey	ALL Employees	December of each year	<ul style="list-style-type: none"> Turkeys are provided as our holiday gift to you and your family 	IHS pays the cost of this program

INFIRMARY HEALTH SYSTEM CORE VALUES



Our Mission is Life

Leadership

Setting the example

Integrity

Doing the right thing

Family

Supporting each other along the way

Excellent Service

Exceeding our customers' expectations

• This document is only a snapshot of programs available to IHS employees and is not intended to be the legal document which govern the plans.
 • Eligibility and participation for IHS programs is based on provisions of each plan.



Our Mission is Life

Our Vision is: The *FIRST CHOICE* for healthcare in our region.

www.infirmaryhealth.org

Corporate Human Resources (251) 435-2211



Mobile Infirmary Medical Center



North Baldwin Infirmary



Thomas Hospital



Infirmary West