



## EMPLOYEE BENEFITS at a GLANCE

## Non Exempt

For your hard work and dedication, Bronson offers you a Total Rewards package with an array of resources to help you take care of yourself and your family so you can live your best life at every stage in your journey. Take a look at this summary for a quick overview of the Health, Financial, Well-Being, and Career benefits available to you and your family all year.

### Are You a PRN or Bronson Travel Staff Employee?

If so, some of the benefits may differ for you.

## health

Benefit	Who Pays	When Eligible	You Receive
Medical Plan*	Bronson and Employee	Upon employment	Comprehensive coverage options; four plans available
Dental Plan*	Bronson and Employee	Upon employment	Comprehensive coverage options available with orthodontics included; three plans available
Vision Plan*	Bronson and Employee	Upon employment	Comprehensive coverage options; choice of two plans that include eye exam and frames and lenses, or contacts
Prescription Plan*	Bronson and Employee	Upon employment	Prescription coverage included with health plans; includes mail order, network of participating retail pharmacies, and Bronson outpatient pharmacies
Lifestyle Spending Account	Bronson and Employee	Upon employment	Lifestyle Spending Account dollars can be used for a variety of services for you and covered family members
Flexible Spending Accounts*	Bronson and Employee	Upon employment	Healthcare: before-tax payroll deductions to use for eligible healthcare expenses Dependent care: before-tax payroll deductions to use for eligible dependent/elder care expenses; includes matching contribution from Bronson
Health Savings Account (HSA)*	Bronson and Employee	Upon employment	Tax exempt savings account to use with a high deductible medical plan for medical expenses; HDHP Premier members receive a Bronson contribution.
Accidental Death and Dismemberment (AD&D)*	Employee	Upon employment	AD&D insurance provides financial benefits to the insured or their beneficiaries in the event of accidental death, serious injury, or dismemberment resulting from an accident. Payable amount equal to annual salary
Life Insurance*	Bronson and/or Employee	Upon employment	Amount equal to annual salary with option of up to five times base pay; Dependent life insurance available for spouse/children
Short-Term Disability* (Non-Occupational)	Bronson and/or Employee	Upon employment	70% salary replacement for short-term illness with a \$2,000 weekly maximum for up to 26 weeks; additional buy up option available
Long-Term Disability*	Bronson and/or Employee	1 <sup>st</sup> month, following 1 year employment from original hire	50% of monthly earnings up to \$10,000 available for qualified disability after 180-day eliminated period; additional buy up option available
Hospital Indemnity*	Employee	Upon employment	Provides you added protection if you have a covered hospital stay
Critical Illness Insurance*	Employee	Upon employment	Insurance provides a lump sum benefit upon first diagnosis of a critical illness
Accident Insurance*	Employee	Upon employment	Accident insurance offered through Voya for you and your covered family members.
Bronson Outpatient Pharmacy Discount	Bronson	Upon employment	Certain non-prescription items at a discount

## financial

Benefit	Who Pays	When Eligible	You Receive
Annual Retirement Savings Plan Contribution	Bronson	Must have 1,000 qualified hours of service and be employed on December 31 of the year	Annual contribution to 403(b)/401(k) based on vested years of service in accordance with Plan provisions; Gradual Vesting of Bronson contribution: 1 year = 60%, 2 years = 80%, 3 years = 100%
Bronson 403(b)/401(k) Matching Plan	Bronson and Employee	Upon employment; you must work at least 38 hours in a pay period to receive match	Bronson will match 50% on the first 6% of qualified pay you contribute; Gradual Vesting of match: 1 year = 60%, 2 years = 80%, 3 years = 100%
Public Service Loan Forgiveness (PSLF)	Bronson and Employee	Upon employment	A program that helps you navigate student loan debt and earn forgiveness
Enrich—Financial Wellness Platform	Bronson	Upon employment	Personalized financial resources focused on topics that are important to you!



Benefit	Who Pays	When Eligible	You Receive
Paid Time Off (PTO)* Time off for vacation, personal days, holidays, and illness	Bronson	Accruals begin immediately	0-4 years = 25 days 5-9 years = 30 days 10-19 years = 35 days 20+ years = 40 days Based on 80 qualified hours per pay period
PTO Sell-Back*	Bronson	Upon employment	Option to sell back PTO
Employee Assistance Program (EAP)	Bronson	Upon employment	A confidential assessment and counseling program which assists employee and their dependents with any type of personal or family problem; no charge to employee and dependents
Bronson Athletic Club	Bronson and Employee	Upon employment	50% off initiation fee; Reimbursable monthly dues for eligible employees and if criteria is met
Preceptor Bonus	Bronson	1 year of employment from last date of hire	Monetary rewards for employees acting as formal preceptors
Adoption Assistance*	Bronson	FMLA eligibility required	Paid leave for a legal adoption
Parental Leave*	Bronson	FMLA eligibility required	2 weeks paid leave at employees STD benefit rate for their approved hours.
Bereavement Leave	Bronson	Upon employment	Paid time off for 3 scheduled days to grieve the loss of an immediate family member.
Jury Duty Leave	Bronson	Upon employment	Full pay for regular scheduled hours of work missed
Family Medical Leave*	Bronson	In accordance with federal regulations	Time off for a serious medical condition of self, parent, child, or spouse; birth or adoption
Personal Leave	Bronson	Varies	Time off for medical, birthing/adoption, or education; details are specific to purpose of leave
Pet Insurance*	Employee	Upon employment	Choice of plans and coverage levels for a variety of animals
Legal Plan*	Employee	Upon employment	Legal plan that covers a wide range of personal legal services
Identity Theft*	Employee	Upon employment	Identity theft protection from Allstate
Concierge Services	Bronson and Employee	Upon employment	A wide range of services available to employees (dry cleaning, mailing, stamps, etc.)
Childcare Resources	Bronson and Employee	Upon employment	Subsidized back up and/or full time childcare



Benefit	Who Pays	When Eligible	You Receive
Tuition Reimbursement*	Bronson	Upon employment	Financial support based upon "approved hours" and course level
Certification Reimbursement*	Bronson	Upon employment	Financial assistance for eligible certification course that is not a job requirement
Certification/Advanced Degree Bonus*	Bronson	1 <sup>st</sup> of month, following 90 days of employment	A one-time bonus to employees who receive a Bronson-recognized certification, registration, licensure, or educational degree
KVCC Classes	Bronson	1,000+ hours in past 360 days, PRN status and in good standing	Maximum assistance of 8 credit hours and may include tuition and fees, books, and supplies
Targeted Need/Nursing Scholarship Program	Bronson	Employees with one or more years of service	Scholarship opportunities in nursing and other designated areas
Service Awards	Bronson	Recognition every 5 years beginning with 5 <sup>th</sup> anniversary	Special events and gifts awarded to qualified employees in recognition of service
Bronson Ongoing Learning and Development (BOLD)	Bronson	Upon employment	Professional and personal growth and development classes facilitated by context experts to support your journey at Bronson. Available virtually, in-person, and on-demand via Workday Learning. Over 30 relevant, impactful, and accessible topics are available.
Crucial Conversations	Bronson	Upon employment (by request and leader approval)	Crucial Conversations provides powerful skills to ensure every conversation—especially difficult ones—leads to the results you want. These sessions offered over a period of 4 weeks are available multiple times a year and are open to all employees.

\* Eligibility requirement: Assigned to an approved position of 48 hours or more per pay period.