

EMPLOYEE BENEFITS at a GLANCE **Exempt**

The following is a brief summary of benefits provided to Bronson Employees. Additional information is available from Human Resources and the Summary Plan Descriptions or policies. These benefits have increased in quality and quantity over the years and represent a substantial part of total compensation. Some benefits will be different for regularly scheduled part-time employees.

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 = 30 days 5–14 years = 35 days 15+ years = 40 days Based on 80 qualified hours per pay period
PTO Sell-Back*	Bronson	Upon employment	Option to sell back PTO
Medical Plan*	Bronson and Employee	Upon employment	Comprehensive coverage options. Two plans available. Opt out savings.
Dental Plan*	Bronson and Employee	Upon employment	Comprehensive dental coverage options available with orthodontics included. Two plans available.
Vision Insurance*	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
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	Bronson and Employee	Upon employment	Tax exempt savings account to use with a high deductible medical plan for current and future medical expenses. Includes Bronson contribution.
Health Reimbursement Arrangement (HRA)	Bronson	Upon employment	If you and/or your dependents have a primary medical insurance carrier other than Bronson, you could be eligible to receive reimbursement for copays, deductibles, and co-insurance through a Bronson funded HRA. (Note: Pays for deductibles, copays, and co-insurance ONLY to Bronson providers/facilities.)
Life Insurance*	Bronson and/or Employee	Upon employment	Amount equal to annual salary. Dependent life insurance available for spouse/children, optional supplemental life insurance for employee up to 5x base pay.
Short Term Disability* (Non-Occupational)	Bronson	Upon employment	70% salary replacement for short-term illness up to 26 weeks. 30% optional buy-up
Long Term Disability*	Bronson	Upon employment	60% of monthly earnings up to \$14,000 available for qualified disability after 180-day elimination period
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%.
Cancer Insurance	Employee	Upon employment	Coverage is available for you and your family
Critical Illness Insurance	Employee	Upon employment	Insurance provides a lump sum benefit upon first diagnosis of a critical illness
Bronson Outpatient Pharmacy Discount	Bronson	Upon employment	Certain non-prescription items at a discount
Business Travel Accident*	Bronson	Upon employment	Lump sum payable in the event of accidental death or dismemberment while on Bronson business

Benefit	Who Pays	When Eligible	You Receive
Employee Assistance Program (EAP)	Bronson	Upon employment	A confidential assessment and counseling program that assists employee and their dependents with any type of personal or family problem. Initial visits at no charge to employee
Bronson Athletic Club	Bronson and Employee	Upon employment	50% off initiation fee. Reimbursable monthly dues for eligible employees and if criteria is met.
Accident Insurance	Employee	Upon employment	Accident insurance offered through SunLife
Wellness Program	Bronson	Upon employment	Wellness dollars that can be used for a variety of services
Adoption Assistance*	Bronson	FMLA eligibility required	Paid leave for a legal adoption
Paternity Leave*	Bronson	FMLA eligibility required	2 weeks paid leave at 70% base pay within 12 months of birth or adoption
Certification Reimbursement*	Bronson	Upon employment	Financial assistance for eligible certification course that is not a job requirement
Service Awards	Bronson	Recognition every 5 years beginning with 5th anniversary	Special events and gifts awarded to qualified employees in recognition of service
Tuition Reimbursement*	Bronson	Upon employment	Financial support based upon "approved hours" and course level
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
Certification/Advanced Degree Bonus*	Bronson	1st of month, following 90 days of employment	A one-time bonus to employees who receive a Bronson-recognized certification, registration, licensure or educational degree
Concierge Services	Bronson and Employee	Upon Employment	A wide range of services available to employees, i.e. dry cleaning, mailing, stamps, etc.
Targeted Need/Nursing Scholarship Program	Bronson	Employees with one or more years of service	Scholarship opportunities in nursing and other designated areas
Next Generation Scholarship Program	Bronson	Employees with 2 or more consecutive years of service (1,000 hours or more per year)	Financial assistance for tuition, class fees, and text books (determined annually based on budget)
Funeral Leave	Bronson	Upon employment	Paid time off for 3 scheduled days to attend a funeral for 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 serious medical condition of self, parent, child or spouse; birth and 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
Hyatt 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 InfoArmor

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