

EMPLOYEE BENEFITS at a GLANCE **Management**

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 | 0–9 years = 35 days 10+ 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% (up to annual contribution maximum) |
| 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 |

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|---|----------------------|--|--|
| 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.