



EMPLOYEE BENEFITS at a GLANCE

Management

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; two plans available |
| Dental Plan* | Bronson and Employee | Upon employment | Comprehensive coverage options available with orthodontics included; two 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 |
| Wellness Program | Bronson and Employee | Upon employment | Wellness dollars that 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 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 co-pays, deductibles, and co-insurance through a Bronson funded HRA (Note: Pays for deductibles, co-pays, 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 with a \$2,000 weekly maximum for up to 26 weeks; additional buy up option available |
| Long-Term Disability* | Bronson | Upon employment | 60% of monthly earnings up to \$14,000 available for qualified disability after 180-day elimination period |
| Cancer Care 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 |
| Accident Insurance* | Employee | Upon employment | Accident insurance offered through SunLife |
| 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% |
| Certification Reimbursement* | Bronson | Upon employment | Financial assistance for eligible certification course that is not a job requirement |
| 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 | 0-9 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 |
| 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; 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 |
| Adoption Assistance* | Bronson | FMLA eligibility required | Paid leave for a legal adoption |
| Parental Leave* | Bronson | FMLA eligibility required | 2 weeks paid leave at 70% base pay within 60 days of birth or adoption |
| 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 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 st 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 th 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. |
| New Leader Pathway | Bronson | Upon employment | A series of sessions to introduce you to stakeholders and support you through learning what it means to be a leader at Bronson while continuing to grow your own skills. |
| Leadership Curriculum | Bronson | Upon employment | A series of professional development courses intended to build on our New Leader Pathway and provide leaders with all the resources and skills they may need to support their teams. |
| 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.