

| Benefit   | Description  | Eligible Employees                                       | When Eligible   | Who Pays        |
|---|--|--|---|-----------------|
| <b>Health Insurance (Wellmark-BCBS) PPO/HDHP</b>        | Comprehensive medical coverage   | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 <sup>st</sup> of the month following 30 days of hire date | BCHC & Employee |
| <b>Dental Insurance (Delta Dental)</b>                  | Comprehensive dental coverage  | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 <sup>st</sup> of the month following 30 days of hire date | BCHC & Employee |
| <b>Vision Insurance (VSP)</b>                           | Comprehensive vision coverage  | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 <sup>st</sup> of the month following 30 days of hire date | BCHC & Employee |
| <b>Basic Life Insurance/AD&amp;D (Symetra)</b>          | Core coverage  | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 <sup>st</sup> of the month following 30 days of hire date | BCHC            |
| <b>Supplemental Life/AD&amp;D Insurance (Symetra)</b>   | Comprehensive coverage   | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 <sup>st</sup> of the month following 30 days of hire date | Employee        |
| <b>IPERS (Iowa Public Employees' Retirement System)</b> | Iowa Public Employees' Retirement System<br>•EE contributes 6.29% of earnings<br>•BCHC contributes 9.44% of earnings | All employees other than high school students.           | Immediately   | BCHC & Employee |
| <b>403(b)</b>   | Hospital matches 20-35% of pre-tax contribution based on years of service  | 20+ hours weekly   | 1 <sup>st</sup> of the month following 90 days of hire date | BCHC & Employee |
| <b>Roth IRA</b>   | Individual retirement account  | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 <sup>st</sup> of the month following 30 days of hire date | Employee        |
| <b>Long Term Disability (Symetra)</b>                   | Core benefit   | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 <sup>st</sup> of the month following 30 days of hire date | BCHC            |

|                                     |   |  |  |                 |                         |                          |
|-------------------------------------|---|--|--|-----------------|-------------------------|--------------------------|
| <b>PTO (Paid Time Off)</b>          | Paid time off for vacations, holidays, personal days, and first 24 hours of illness<br>Accruals are based upon paid hours per year. Length of service determines the rate at which the employee will accrue PTO | Employees with FTE status of 0.2 or greater              | First pay period after completion of first 90 days | BCHC            |                         |                          |
|                                     |   |  |  |                 | <b>Years of Service</b> | <b>Accrual Rate/Hour</b> |
|                                     |   |  |  |                 | 1 year                  | 0.08077                  |
|                                     |   |  |  |                 | 2-4 years               | 0.10000                  |
|                                     |   |  |  |                 | 5-14 years              | 0.11923                  |
| 15+ years                           | 0.13846   |  |  |                 |                         |                          |
| <b>PTO Buy Back Option</b>          | A minimum of 40 hours PTO may be bought back, not to exceed 80 hours. Minimum of 40 hours remaining at the time of request  | Full-time 30+ hours weekly<br>Part-time 16+ hours weekly | Once per fiscal year                               | BCHC            |                         |                          |
| <b>ESL (Extended Sick Leave)</b>    | Paid time off for employee illnesses beyond 24 hours  | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | After first 90 days                                | BCHC            |                         |                          |
| <b>Worker's Compensation</b>        | Insurance coverage for injury that happened while on the job  | All employees  | Immediately  | BCHC            |                         |                          |
| <b>Bereavement Leave</b>            | Paid time off for the death of a family member/close relative   | Full-time 30+ hours weekly<br>Part-time 16+ hours weekly | After 90 days of employment                        | BCHC            |                         |                          |
| <b>Wellness Program (Health 4U)</b> | Employee discount health insurance rate/reimbursement rate  | Employees with FTE status of 0.5 or greater              | Immediately  | BCHC            |                         |                          |
| <b>Jury Duty</b>                    | Paid jury duty time when serving.   | All employees  | Immediately  | BCHC            |                         |                          |
| <b>Tuition Reimbursement</b>        | Tuition expenses reimbursed at \$3000 Full-time 30 + hours weekly<br>\$1500 Part-time 20+ hours weekly  | Full-time 30+ hours weekly<br>Part-time 20+ hours weekly | 1 year after hire                                  | BCHC            |                         |                          |
| <b>Pharmacy</b>                     | Discounted OTC medications from BCHC Pharmacy   | All employees  | Immediately  | BCHC & Employee |                         |                          |
| <b>Wellness Center</b>              | Free Wellness Center membership (taxable benefit)   | All employees  | Immediately  | BCHC & Employee |                         |                          |