

PROVIDER BENEFITS

<u>BENEFIT</u>	<u>WHO PAYS</u>	<u>ELIGIBILITY</u>	<u>BENEFIT YOU RECEIVE</u>
Health Insurance www.nebraskablue.com	You & BBGH	Effective the first day of the month following the date of hire.	<u>Medical rates:</u> Single - \$50.00/pp Single +1 - \$117.50/pp Family - \$158.00/pp
Dental Insurance www.nebraskablue.com	You & BBGH	Effective the first day of the month following the date of hire.	<u>Dental rates:</u> Single - \$16.99/pp Single +1 - \$36.99/pp Family - \$42.86/pp
VSP - Vision Insurance www.vsp.com	You	Effective the first day of the month following the date of hire.	Plan B: \$20 copay for eye examination/ \$20 copay for materials Single - \$5.22/pp Single +1 - \$7.57/pp Family - \$13.57/pp
Dependent Care (FSA) www.discoverybenefits.com	You	Immediately	Allows payroll deduction on a pre-tax basis to pay dependent care expenses. The maximum election is \$5,000.
Life Insurance www.thehartford.com/employee-group-benefits	BBGH	Effective the first day of the month following the date of hire.	Hospital shall pay term insurance on Provider's life in the face amount equal to Provider's annual effective base compensation, not to exceed \$100,000.
Voluntary Life www.thehartford.com/employee-group-benefits	You	Effective the first day of the month following the date of hire.	This product is purchased through The Hartford Financial Group. Voluntary life provides employees an opportunity to purchase additional life insurance. This coverage is available to employees, spouse and children. Please see Human Resources for specific rates.
Long-Term Disability www.thehartford.com/employee-group-benefits	BBGH & You	After 2 worked pay periods	Under the Hospital's benefit plan for all employees Hospital shall provide long term disability insurance for Provider if Provider maintains full time status. Upon meeting the plan's eligibility requirement and elimination period the benefit shall provide a portion of Provider's before-tax monthly earnings, not to exceed the plan's maximum monthly benefit less other income sources
Pension Plan www.firstnationalretirement.com	You & BBGH	After completion of one year of service and worked more than 1248 hours.	IRS Qualified Plan: Contributions are figured based on gross pay. Employee contributes 3%--BBGH contributes 4% excess of \$39,500.00 in gross earning. Employee contributes 6%--BBGH contributes 8%. (You must enroll or decline on 1 st day of hire or you will be automatically enrolled.)
Health Savings Account (HSA) www.fnbnp.com	You	Effective the first day of the month following the date of hire.	This is a tax deferred account setup through First National Bank of North Platte to pay medical, dental and vision expenses not covered by Plan B (High Deductible Insurance Plan).
Employee Assistance Program (EAP) www.family-resources.net	BBGH	Immediately	Confidential counseling for employees and immediate family members who are having problems with work relationships, grief, marital/family relationships, etc. EAP provides 6 sessions per year per person.
Paid Time Off (PTO)	BBGH	After 90 days.	Provider shall enter plan under the 40 hour per week table at the 12 years of service level for accrual purposes. Provider can request personal leave for a maximum of 2 consecutive weeks in any rolling 4 month period.

Extended Illness Bank (EIB)	BBGH	After 90 days.	Maximum of 30 days (240 hours) accrued at a rate of thirteen days per year in the event of long-term illness/disability. Accruals based on 40 hour worked weeks. Benefits coordinated with PTO.
Bereavement Leave	BBGH	Immediately	Three days of fully paid leave for funerals in immediate family.
Simply Well www.simplywell.com	BBGH or Employee	Immediately	Simply Well is a personal a confidential online health management program designed to improve your health and reduce healthcare costs. We offer an onsite Health Screening, an online Health Risk Questionnaire, health education tools, resources, and a detailed personal individual action plan.
Student Loan Forgiveness Program	BBGH	Immediately	BBGH participates in the Nebraska Office of Rural Health's Nebraska Loan Repayment Program. The maximum possible amount paid for a medical student is \$30,000 for up to four years.
Continuing Education Stipend	BBGH	Immediately	Provider may request up to \$5,000 per fiscal year for continuing education.
Additional Benefits	BBGH	Immediately	Additional benefits such as sign-on bonus and relocation package shall be determined based on current location and experience.