



## **EMPLOYEE BENEFITS**

Employees are eligible to enroll in White-Wilson benefit plans on the first of the month following 31 days of employment.

### **MEDICAL INSURANCE**

Available to full-time employees who are scheduled to work a minimum of 32 hours per week. Coverage is available through PPO. The company pays for 65% of an employee only plan and 50% of the premium rate for other plans.

### **DENTAL INSURANCE**

Available to employees and their families who are scheduled to work a minimum of 25 hours per week.

### **EMPLOYER FUNDED GROUP LIFE INSURANCE\*\***

Term life coverage provided by the Medical Center at no cost to the employee in the amount of \$25,000.

### **SHORT TERM DISABILITY, LONG TERM DISABILITY, ACCIDENT, GAP, CANCER, CRITICAL ILLNESS** – Various options available. Employee funded.

### **SUPPLEMENTAL GROUP LIFE INSURANCE, TERM AND WHOLE LIFE\*\***

Term life coverage is available at a group rate for full-time employees. Dependent life insurance is also available. Employee funded.

### **DIRECT DEPOSIT**

All employees are eligible to participate in Direct Deposit. You may have your paycheck or a portion of it directly deposited into the banking institution(s) of your choice.

### **PENSION PLAN**

Eligible for participation in the Retirement Plan on the next January 1<sup>nd</sup> or July 1<sup>st</sup> immediately following his/her first (1<sup>st</sup>) year anniversary with White-Wilson Medical Center, P.A. providing the employee has reached his/her 21<sup>st</sup> birthday. Company contributes 7.5 % of your annual gross earnings.

### **401K PLAN**

Eligible for participation in the Retirement Plan on the next January 1<sup>nd</sup> or July 1<sup>st</sup> immediately following his/her first (1<sup>st</sup>) year anniversary with White-Wilson Medical Center, P.A. providing the employee has reached his/her 21<sup>st</sup> birthday, and the 1,000-hour per year minimum required work is met each year. Employees may contribute up to \$15,000 of pre-tax earnings.

### **BEREAVEMENT PAY**

Granted to full-time employees for a member of their immediate family. (Employees' parents or legal guardian, brother, sister, spouse, children, stepchildren, grandparents, grandchildren, mother-in-law and father-in-law).

## **HOLIDAYS**

Full-time employees will receive 6 paid holidays per year: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas Day.

## **JURY DUTY**

While serving on jury duty, full time employees receive full salary, less any stipend paid to the employee for jury service from a governmental entity.

## **PAID TIME OFF (PTO)**

Regular full-time employees will begin accruing PTO immediately on employment, based on a maximum of 40 hours per week. PTO is earned and available to provide time off with pay to meet employee's needs for rest, recreation and unexpected short-term illness, injury or other emergencies. Employees may start using their PTO after the initial 90-day introductory period. Time off without pay prior to the 90-day introductory period will be at the supervisor's discretion.

## **TUITION REIMBURSEMENT**

Available after completion of one (1) year of employment, with approval of Human Resources Department. Reimbursement for work related courses are 100% for full-time employees who earn a grade of "C" or higher, annually cap of \$2000.00.

## **ANNUAL SALARY REVIEW**

Employees have a 90 day probationary period and then reviews are done on an annual basis (month of hire) with appropriate salary increases based on performance.

## **FLEXIBLE SPENDING ACCOUNT (FSA)**

Health Care & Dependent Care Flexible Spending Accounts are available to full time employees. Allows you to deduct certain expenses from your paycheck and put them into a special account, which is protected from taxes. Eligible expenses are reimbursed with funds from your FSA account.

## **YMCA**

Corporate discount available to all employees.