



## **2017 Benefits Summary for Prospective Employees (Full-Time)**

Summit Medical offers a wide range of benefits that are a valuable part of the total compensation package.

### **Insurance**

*Health/Dental Insurance:* You will be eligible for our health and dental insurance plans on the first (1<sup>st</sup>) of the month following sixty (60) days of employment. Summit Medical currently pays 100% of the premium for employee coverage. In addition, Summit Medical will pay 50% of the premiums for dependent coverage.

*Health Savings Account (HSA):* If you choose the high deductible health insurance plan, Summit Medical offers a health savings account (HSA). When you participate in an HSA, you can set aside money before taxes are deducted to pay for eligible medical, dental and vision expenses.

*Flexible Spending Account (FSA):* Summit Medical provides you the opportunity to pay for out of pocket medical, dental, vision and dependent care expenses on pre-tax basis.

*Life and Accidental Death and Dismemberment Insurance:* Summit Medical provides employees with group life and accidental death and dismemberment (AD&D) insurance in the amount of \$50,000. These benefits are paid 100% by Summit Medical. Eligibility begins the first day of the month following employment.

*Long Term Disability:* In the event you become disabled from a non-work-related injury or illness, disability income benefits are provided as a source of income. This benefit is paid entirely by Summit Medical and is equal to 60% of your base earnings. Eligibility begins the first of the month following one month of service.

### **Retirement**

*401(k):* Employees, age 21 and over, are eligible to participate the first day of the quarter following ninety (90) days of service. Summit Medical will match 100% of the first 1% and then 50% of the next 5% an employee contributes.

## **Other Benefits**

*Paid Holidays:* Summit Medical observes the following paid holidays.

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Friday after Thanksgiving Day
- Christmas Eve
- Christmas Day
- Floating Holiday (1)

*PTO (Paid time off):* Paid time off (PTO), which includes sick time, starts accruing on your first day of employment. You will accrue sixteen (16) PTO days per year and it can be used after ninety (90) days of employment.

*Educational Assistance:* Summit Medical encourages employees to participate in educational training that will assist them in their current position or a position they aspire to at Summit Medical. Reimbursement for approved training and/or classes will be up to 50% of the tuition to a maximum of \$2,000 per year.

*Employee Assistance Program (EAP):* Life can sometimes throw us curve balls and Summit Medical offers an Employee Assistance Program (EAP) for its employees and family members. Through the EAP, you can get help on a variety of issues—managing stress, relationship help, quitting tobacco use, dealing with conflict, i.e. This service is free, confidential, convenient and easy to use with 24/7 access.

Note: This summary contains a brief description of Summit Medical's benefits. In case of any conflict between this summary and official plan documents, provisions of the plan document will govern. Plans may change or stop at any time. This is not an employment contract.