

Benefit Summary*



**Children's
Miracle Network
Hospitals**
Helping Local Kids

PTO	<p>1 Year - 3 Weeks (prorated by hire date) 2-3 Years - 4 Weeks 4-5 Years - 5 Weeks 6+ Years - 6 Weeks <i>Part-time regular team members will earn PTO using the same formula, which will be pro-rated at half the rate of full-time members.</i></p>										
Holidays	11 Paid Holidays Each Year										
Health Insurance	<p>United Health Care 87% Of Premium Paid by Children's Miracle Network Hospitals</p>										
Dental Insurance	<p>United Health Care 87% Of Premium Paid by Children's Miracle Network Hospitals</p>										
Vision Insurance	<p>EyeMed 100% of Premium Paid by Employee</p>										
Accident Coverage	<p>Aflac 100% of Premium Paid by Employee</p>										
Critical Illness Coverage	<p>Aflac 100% of Premium Paid by Employee</p>										
Life Insurance	<p>\$50,000 Term Policy (Employee), \$10,000 Term Policy (Spouse) and \$2,000 (Child) 100% Of Premium Paid by Children's Miracle Network Hospitals</p>										
Supplemental Life Insurance	<p>Lincoln Financial Group 100% of Premium Paid by Employee</p>										
Long Term Disability	<p>60% of Monthly Salary 100% Of Premium Paid by Children's Miracle Network Hospitals</p>										
Short Term Disability	<p>60% of Weekly Salary 100% Of Premium Paid by Children's Miracle Network Hospitals</p>										
CMN Hospitals Family Leave	After one year of employment, a leave benefit is provided for an additional eight weeks of paid time off, for qualified life events defined in the policy										
Limited Flex Spending	<p>National Benefits Service, LLC. 100% Administrative Premium Paid by Children's Miracle Network Hospitals</p>										
Health Savings Account	<p>United Health Care Rate of contribution depends on current medical plan and tier selected <i>\$2,500 deposited at the beginning of the year. Pro-rated for new hires beginning the month your benefits are effective.</i></p>										
403(b) Plan	<p>Employee Contributions – immediate bi-weekly amounts of your choice up to annual IRS limits Employer Contributions – bi-weekly – after 1 year of service – equal to 18.5% of total annual compensation</p> <p>Vesting of Employer Contributions Occurs:</p> <table border="0" style="margin-left: 40px;"> <tr> <td>2 Years after hire date</td> <td>20%</td> </tr> <tr> <td>3 Years after hire date</td> <td>40%</td> </tr> <tr> <td>4 Years after hire date</td> <td>60%</td> </tr> <tr> <td>5 Years after hire date</td> <td>80%</td> </tr> <tr> <td>6 Years after hire date</td> <td>100%</td> </tr> </table>	2 Years after hire date	20%	3 Years after hire date	40%	4 Years after hire date	60%	5 Years after hire date	80%	6 Years after hire date	100%
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*Benefits Subject to Change at Any Time