

# Employee Benefits Summary



BENEFIT	ELIGIBILITY															
<p><b>Paid Time Off (PTO)</b> Employees accrue hours each pay period based on length of service and hours worked up to the maximum amounts noted below.</p> <table border="1" data-bbox="217 388 1183 491"> <thead> <tr> <th colspan="5">Length of Service</th> </tr> <tr> <th>&lt; 5 years</th> <th>5-9 years</th> <th>10-14 years</th> <th>15-19 years</th> <th>20+ years</th> </tr> </thead> <tbody> <tr> <td>15 days</td> <td>20 days</td> <td>25 days</td> <td>27 days</td> <td>29 days</td> </tr> </tbody> </table> <p>Eligible to use after 90 days of full-time employment.</p>	Length of Service					< 5 years	5-9 years	10-14 years	15-19 years	20+ years	15 days	20 days	25 days	27 days	29 days	Full-time employees
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<p><b>Extended Illness Bank (EIB)</b> Employees accrue 0.027 per hour paid up to 2.16 hours per pay period and 56 hours annually. Eligible to use after 90 days of full-time employment and up to 520 hours can be banked.</p>	Full-time employees															
<p><b>Paid Holidays</b> New Year's Day, Martin Luther King Day, Mardi Gras Day, Good Friday, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.</p>	Full-time employees															
<p><b>Employer Paid Life Insurance</b> Terrebonne General provides coverage of 1X annual salary rounded to nearest thousand not to exceed \$50,000. Benefits reduce by 50% at age 70.</p>	Full-time employees															
<p><b>Retirement Plan 401(a)</b> Terrebonne General automatically contributes, up to the IRS limit, after 2 years of qualified service:</p> <ul style="list-style-type: none"> <li>• 4% for employees with 2-6 years of qualified service</li> <li>• 5% for employees with 7-10 years of qualified service</li> <li>• 6% for employees with 10 or more years of qualified service</li> </ul>	Full and part-time employees															
<p><b>Employee Assistance Program</b> Benefit includes confidential counseling, legal, and financial services, as well as work/life and wellness resources.</p>	All employees															
<p><b>Loan Payment Benefit</b> Some full-time positions are eligible for monthly student loan payments to their lending institution of \$300 per month.</p>	Full-time employees															
<p><b>Tuition Reimbursement</b> Provides financial assistance with tuition, academic fees, and textbook costs through reimbursement of up to \$5000 per year tax-free.</p>	All employees															
<p><b>Health Insurance</b> Employees may choose from two different comprehensive medical plans with different premiums for each plan.</p>	Full-time employees															
<p><b>Dental Insurance</b> Employees may opt for vision coverage at reasonable rates. Plan includes no cost preventative services at the dentist of your choice.</p>	Full and part-time employees															
<p><b>Vision Insurance</b> Employees may opt for vision coverage at reasonable rates. Plan includes \$10 eye exam at participating providers; frames, lenses or contact lenses with a small co-pay depending on your selection.</p>	Full and part-time employees															
<p><b>Group Life Insurance</b> Employee coverage available in units of \$10,000 up to \$500,000. Spouse coverage available in units of \$5,000 up to the lesser of \$250,000 or 50% of the amount of employee coverage. Premiums are age based and benefits reduce by 50% at age 70. Child coverage is \$10,000 per child up to age 26.</p>	Full and part-time employees															
<p><b>Short Term Disability (STD)</b> Coverage equals 60% of weekly base pay to a maximum of \$1,500 after a 14-day waiting period. Premium is age and salary based.</p>	Full and part-time employees															
<p><b>Long Term Disability (LTD)</b> Coverage equals 60% of base pay to a monthly maximum of \$5,000 after a 90-day waiting period. Premium is age and salary based.</p>	Full and part-time employees															
<p><b>Flexible Spending Accounts (FSA)</b> Employees may opt to establish pre-tax healthcare and dependent care accounts to reimburse qualified expenses. Participant can use a prepaid debit card or file an online claim for reimbursement.</p>	Full and part-time employees															
<p><b>Retirement Plan 403(b)</b> Upon hire, employees can contribute a portion of their income pre-tax up to the IRS limit. Employees are 100% vested as soon as contributions begin.</p>	All employees															
<p><b>Retirement Plan 457(b)</b> Upon hire, employees can contribute a portion of their income pre-tax up to the IRS limit. Employees are 100% vested as soon as contributions begin.</p>	All employees															

PLEASE NOTE: This summary is designed and intended for the purpose of presenting general information only. Its contents are not to be accepted or construed as a substitute for the provisions of the written Plan Documents and/or Terrebonne General Health System Human Resources Policies and Procedures.