

Employee Benefits Summary



BENEFIT	ELIGIBILITY															
<p>Paid Time Off (PTO)</p> <p>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="217 453 1183 560"> <thead> <tr> <th colspan="5">Length of Service</th> </tr> <tr> <th>< 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	<p>Full-time employees</p>
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<p>Extended Illness Bank (EIB)</p> <p>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>	<p>Full-time employees</p>															
<p>Paid Holidays</p> <p>New Year's Day, Martin Luther King Day, Mardi Gras Day, Good Friday, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.</p>	<p>Full-time employees</p>															
<p>Employer Paid Life Insurance [New York Life Policy #FLX 969644 1-800-955-7736]</p> <p>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>	<p>Full-time employees</p>															
<p>Retirement Plan 401(a) [One America Plan #G62002 1-800-249-6269 www.oneamerica.com Jeff Wylie (Advisor) 985-778-1312]</p> <p>Terrebonne General automatically contributes, up to the IRS limit, after 2 years of qualified service:</p> <ul style="list-style-type: none"> • 4% for employees with 2-6 years of qualified service • 5% for employees with 7-10 years of qualified service • 6% for employees with 10 or more years of qualified service 	<p>Full and part-time employees</p>															
<p>Employee Assistance Program [Interface Behavioral Health 1-800-324-4327 www.4eap.com]</p> <p>EAP benefit includes confidential counseling, legal, and financial services, as well as work/life and wellness resources.</p>	<p>All employees</p>															
<p>Financial Wellness Benefit [HUB FinPath 1-833-777-6546 https://finpathwellness.com/for/tghealth/]</p> <p>Financial wellness benefit provides resources to help you take control of your finances and reduce your financial stress.</p>	<p>All employees</p>															
<p>Loan Payment Benefit [BenefitEd 1-844-358-5707 www.youbenefited.com]</p> <p>Some full-time positions are eligible for monthly student loan payments to their lending institution of \$300 per month.</p>	<p>Full-time employees</p>															

<p>Tuition Reimbursement</p> <p>Provides financial assistance with tuition, academic fees, and textbook costs through reimbursement of up to \$5000 per year tax-free.</p>	<p>All employees</p>
<p>Health Insurance [Medical Benefits - Blue Cross Group# 78T07ERC 1-844-718-2583 www.BCBSLA.com Prescription Benefits - MedImpact 1-844-826-3445 Terrebonne General Outpatient Pharmacy for Maintenance Prescriptions 985-333-2433]</p> <p>Employees may choose from two different comprehensive medical plans with different premiums for each plan.</p>	<p>Full-time employees</p>
<p>Dental Insurance [Crescent Dental Group# CR990 1-800-548-2044 www.meritain.com]</p> <p>Employees may opt for vision coverage at reasonable rates. Plan includes no cost preventative services at the dentist of your choice.</p>	<p>Full and part-time employees</p>
<p>Vision Insurance [The Standard Group# 757528 1-800-877-7195 www.standard.com/services]</p> <p>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>	<p>Full and part-time employees</p>
<p>Group Life Insurance [New York Life Policy #FLX 969644 1-800-955-7736]</p> <p>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>	<p>Full and part-time employees</p>
<p>Short Term Disability (STD) [New York Life Policy #VDT960114 1-800-362-4462]</p> <p>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>	<p>Full and part-time employees</p>
<p>Long Term Disability (LTD) [New York Life Policy # LK961264 1-800-362-4462]</p> <p>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>	<p>Full and part-time employees</p>
<p>Flexible Spending Accounts (FSA) [Employee Benefits Corporation 1-800-346-2126 www.ebcflex.com]</p> <p>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>	<p>Full and part-time employees</p>
<p>Retirement Plan 403(b) [One America Plan #G62002 1-800-249-6269 www.oneamerica.com Jeff Wylie (Advisor) 985-778-1312]</p> <p>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>	<p>All employees</p>
<p>Retirement Plan 457(b) [One America Plan #G62002 1-800-249-6269 www.oneamerica.com Jeff Wylie (Advisor) 985-778-1312]</p> <p>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>	<p>All employees</p>

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.