



At AnMed Health, We Care About You

Each day at AnMed Health, our employees play a vital role in improving the health of our patients, which is why we are pleased to recognize those contributions with a rich benefits package that offers an array of health, retirement, professional development and other work/life benefits to you and your loved ones. (And most of our benefits are part-time eligible.) Our robust benefits plan is just one of the many ways AnMed Health helps you take care of yourself and your family – because we're all in this together.

Health & Well-Being Benefits

We believe healthy employees are happy employees. We encourage employees to make choices to support their physical and emotional well-being. Coverage begins at 90 days of full-time, part-time 0.9, 0.8, 0.7 or 0.6 service.

- **Health Insurance/HSA.** The Health Savings Plan insurance plan is a consumer driven health plan that is accompanied by a Health Savings Account that includes both employer and employee contributions. Prescription drugs are available with savings when you use generic drugs or drugs that are preferred in AnMed Health's preferred drug formulary. A Health Reimbursement Account (HRA) is available for those who elect the medical plan but are ineligible for the HSA.
- **Wellness Incentives.** AnMed Health is deeply committed to creating an environment for its employees to achieve optimum health. We offer screening and wellness coaching services to all our employees. Additionally, employees who are enrolled in an HSA/HRA and participate in the wellness program are given financial incentives, in the form of HSA/HRA contributions, to make it easier to take important steps in support of their well-being.
- **Dental & Vision Insurance.** There are both dental and vision plans offered at a reasonable cost. The dental plan includes 100% coverage of two dental checkups per year while the vision plan includes a \$200 annual eye wear allowance.
- **Deeply Discounted Medical Services.** AnMed Health employees and their dependents who are covered under the Health Savings Plan are eligible for significant discounts when using an AnMed Health in-network provider, including lab, radiology and some additional select services. All other services, with the exception of physician office visits and professional charges, are discounted by 80 percent.
- **Employee Assistance Program.** AnMed Health's EAP was developed as a way for the AnMed Health to support our employees through times of need. The EAP can help with all kinds of life situations such as marital difficulties, parenting, stress, depression, work-related concerns, alcohol and drug use/abuse or grief and loss. All services are free and confidential services to all employees and family members.

Retirement Savings & Financial Benefits

- **Fair Compensation with Room to Grow.** AnMed Health is committed to rewarding employees for the great work they do, which is why our compensation structure includes an annual performance-based salary review. We also regularly conduct comprehensive salary analyses to ensure that you are fairly compensated for your work.
- **Retirement Savings Plans.** Securing your financial future is an integral part of your benefits package offered to you as an AnMed Health employee. AnMed Health offers an array of retirement plans, including 401(a), 401(k) and 403(b) plans that include generous employer contributions/matching funds and employee-friendly vesting schedules.
 - **Defined Contribution Retirement Plan.** AnMed Health makes all contributions to the 401(a) plan. Eligibility begins with one year of at least 1,000 hours of service. Full vestiture is achieved with three years of 1,000 hours of service each. MSO employees have a separate 401(k) retirement plan.
 - **Supplemental Retirement Plan.** Eligibility begins immediately and the employer match begins after six months of service. AnMed Health will match 25 cents for every dollar contributed, up to the first four percent of an employee's salary. You are immediately vested in both your contribution and the match.
- **Long & Short Term Disability.** Coverage becomes effective after 90 days of full time, part time 0.9, or 0.8 service. AnMed Health provides both short-term and long-term disability at no cost to employees with benefits payable at 60% of base pay, payable up to two years. Optional extended LTD coverage can also be purchased at group rates that would extend coverage up to age 65.

- **Voluntary Supplemental Insurance.** AnMed Health provides voluntary coverage through Aflac for hospital, critical illness and accident insurance. These policies are available at group rates that are lower than those typically available to individual policy holders. These types of policies can provide peace of mind knowing you have that extra check in the mail when you need it most.
- **Term Life with AD&D Insurance.** This employer paid coverage includes both life insurance and accidental death and dismemberment insurance. The policy is equal to one times your annual base salary and coverage begins at 90 days of full-time, part-time 0.9, 0.8, 0.7 or 0.6 service.
- **Supplemental Term Life Insurance.** Employees also have the option of purchasing additional life insurance of 1X or 2X their base pay to a maximum of \$250,000. Additionally, dependent life insurance is also available for purchase. Coverage is effective after 90 days of full time, part time 0.9 or 0.8 service.
- **Financial Counseling Services.** Financial counselors from AIG Retirement Services are available to meet on campus with our employees for one-on-one 60-minute consultations on a broad range of retirement topics. There is no charge for this service.

Work/Life Balance Benefits

Paid Time Off. AnMed Health encourages employees to take care of themselves and their families by taking paid time off for vacation, holidays and sick time. We also offer additional time away as part of AnMed Health's Compassionate Leave Policy.

Employee PTO: Full-Time & 0.9 (36-40 Hours/Week)

Years of Service	Annual Accrual
3 mo. – 6 yrs.	24 days (7.38 hrs./pay period)
73 mo. – 10 yrs.	26 days (8.0 hrs./pay period)
121 mo. – 15 yrs.	28 days (8.62 hrs./pay period)
Over 15 yrs.	30 days (9.23 hrs./pay period)

Part-Time Employees	Annual Accrual
0.8 – 32 Hours/Week	16 days (4.92 hrs./pay period)
0.7 – 28 Hours/Week	12 days (3.69 hrs./pay period)
0.6 – 24 Hours/Week	8 days (2.46 hrs./pay period)

PTO accruals will commence 3 months from your anniversary date.

Leadership PTO: Full-Time & 0.9 (36-40 Hours/Week)

Years of Service	Annual Accrual
0 mo. – 5 yrs.	24 days per year (192 hours)
61 mo. – 10 yrs.	28 days per year (224 hours)
Over 10 yrs.	32 days per year (256 hours)

PTO will commence on date of hire (pro-rated from January 1st).

Other Quality-of-Life Benefits

Volunteer Programs. The people of Anderson have always supported AnMed Health and we do everything in our power to give back to our community. As an AnMed Health employee, you have the opportunity to participate in a wide variety of volunteer programs.

Employee Engagement Programs. Talent shows, career milestone celebrations, choruses and pumpkin carving contests are just a few of the dozens of ways our employees interact with each other in fun, novel ways throughout the year. We work hard, but we have a lot of fun, too!

Other Benefits. We've been recognized as a great place to work year after year, due, in part, to these other great benefits we offer:

- Employee Health Clinic
- Walking track
- FSA Dependent Day Care accounts
- Diabetes management program
- Leadership training programs
- Professional development classes
- Tuition assistance
- Nurse residency/mentorship program
- Online learning opportunities

- Employee discount program
- Credit union
- Reduced-rate gym memberships
- Onsite cafeterias
- On-site uniform sales
- Pet insurance
- Direct deposit
- Financial assistance fund



ANMED HEALTH
We're in this together.