



Mary Greeley Medical Center recognizes that excellence in providing care to our patients and their families requires excellence in the performance of our employees. Mary Greeley Medical Center offers market competitive pay and benefits designed to bring in and keep the best and brightest people who share this commitment to excellence. Mary Greeley provides a comprehensive package of benefit choices designed to promote and maintain good health, support overall financial security and promote personal and professional growth and development.

YOUR HEALTH AND WELLNESS

| Plan | Coverage | | | Bi-Monthly Payroll Deduction | |
|-------------------|--|--|-----------------------------------|------------------------------|-----------------|
| Medical Insurance | Type of Coverage | Mary Greeley Network | Wellmark Blue Choice Network | Coverage | Rate |
| | Preventive Care Services | 100% Coverage | 100% Coverage | | |
| | Primary Care Physician Office Services | \$20/visit | \$30/visit | Single | \$57.59 |
| | Specialist Physician Office Services | \$30/visit | \$40/visit | EE+Spouse | \$126.67 |
| | Outpatient Labs, Physical Therapy, Diabetic & Nutrition Education services | MGMC Billed - \$10/visit Other Provider Billed - Ded + 20% coins. | Deductible + 30% coinsurance | EE+Child(ren) | \$116.35 |
| | Outpatient Imaging Services at MGMC plus physician fee | MGMC Billed - \$30/visit Other Provider Billed - Ded + 20% coins. | Deductible + 30% coinsurance | Family | \$251.95 |
| | Annual Deductible | \$850 individual/\$1,700 family | \$1,500 individual/\$3,000 family | | |
| | | <i>Annual Deductibles Combined Across Networks</i> | | | |
| | Co-insurance, after deductible | 20% co-insurance | 30% co-insurance | | |
| | Out of Pocket Maximum | \$1,500 individual/\$3,000 family | \$2,500 individual/\$5,000 family | | |
| | | <i>Annual Out of Pocket Maximums Combined Across Networks</i> | | | |
| | Prescriptions | 30% Coinsurance for all Prescriptions | | | |
| | Prescriptions Out of Pocket Maximum | \$2,500 individual / \$5,000 family | | | |

*** ALL individuals, including spouses and dependents, enrolled in the Mary Greeley Medical Center Medical Insurance Plan are required to identify a Primary Care Provider (PCP). Preventive Care Services must be received through the provided PCP to receive 100% coverage.

YOUR HEALTH AND WELLNESS CONTINUED

| Plan | Coverage | Bi-Monthly Payroll Deduction | |
|-----------------------------------|--|--------------------------------|-------------------|
| Dental Insurance | Our Dental Insurance provides 100% coverage for routine dental care and covers a portion of the costs associated with repair and restoration services along with orthodontia coverage for dependent children. | Employee Family | \$8.39 \$29.38 |
| Vision Insurance | Our Vision Insurance provides coverage for an annual eye exam and a portion of the costs associated with lenses, contacts and frames. | Single Family | \$1.23 \$2.88 |
| Flexible Spending Accounts | Health Care and Dependent Care accounts are available. Employees can elect pre-tax payroll deductions of up to for the IRS determined maximum for Medical and Dependent Care. This is a tax effective way to pay for eligible health care and dependent care expenses. | Optional election for Employee | |

YOUR INCOME PROTECTION AND LIFE INSURANCE

| Plan | Coverage | Who Pays |
|---|---|--------------------------------|
| Life Insurance/AD&D – Basic Plan | Basic Life insurance equal to an employee’s annual base salary, rounded to the next higher \$1,000. | No Cost to Employee |
| Supplemental Life Insurance | Supplemental Life insurance is available for purchase at group rates by employees for additional life insurance for themselves and immediate qualified family members. | Optional election for Employee |
| Short Term Disability – Basic Plan | Basic Short-Term Disability is a weekly benefit provided at 50% of base income or \$500 whichever is less beginning on the 8 th day of a medically certified leave and continues up to 12 weeks. | No Cost to Employee |
| Supplemental Short Term Disability | Supplemental Short-Term Disability is available for purchase to bring weekly earnings up to 66% of base weekly earnings up to \$1,500/week. | Optional election for Employee |
| Long Term Disability | Eligible after expiration of short-term disability. Disability benefit equals 60% of monthly pay reduced by any benefit received from Social Security or other income source. | No Cost to Employee |

YOUR FINANCIAL FUTURE

| Plan | Plan Description | Who Pays |
|-------------------------------|--|--|
| IPERS | Mary Greeley Medical Center helps employees create peace of mind about their financial future through the IPERS retirement plan. Employees are automatically enrolled in IPERS upon employment and before tax salary deferrals begin with employee’s first check. IPERS deferral rates are set by the Iowa Legislative Branch. Employees are 100% vested in IPERS after 7 years of employment. | Employee 6.29% MGMC 9.44% <small>(Protective Services have different rates.)</small> |
| 457(b) Retirement Plan | Employees may also defer up to the IRS yearly maximum funds into a qualified 457(b) plan available through ICMA-RC. The plan has a diverse group of investment choices and ROTH option. | Employee elects the deferral amount to be deducted from checks. |

MAINTAINING YOUR WORK LIFE BALANCE

| Plan | Program Description | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|----------------------------|------------|--------------|---------------|---------------|-----|----|-----|-------|-----|-----|----|-----|-------|-----|----|----|-----|-------|-----|----|----|-----|-------|-----|----|----|-----|-------|-----|----|----|-----|-------|-----|-------|----|-----|-------|-----|-----|----|-----|------|-----|--|--|
| <p>Paid Time Off Program</p> <p>Paid time off to be used for vacation, holidays, illness, or any other time needed off. PTO is earned at the rates indicated below. PTO time must be requested in advance and is subject to management approval to ensure proper staffing levels are maintained. PTO may be accessed following successful completion of a 90-day introductory period.</p> <p>(Days and Hours per year calculated using a 40 hour work week)</p> <table border="1"> <thead> <tr> <th>Years of Service</th> <th>Days/Year</th> <th>Hours/Year</th> <th>Accrual/Hour</th> <th>Maximum Hours</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>23</td> <td>184</td> <td>0.088</td> <td>420</td> </tr> <tr> <td>5-9</td> <td>28</td> <td>224</td> <td>0.107</td> <td>420</td> </tr> <tr> <td>10</td> <td>29</td> <td>232</td> <td>0.111</td> <td>420</td> </tr> <tr> <td>11</td> <td>30</td> <td>240</td> <td>0.115</td> <td>420</td> </tr> <tr> <td>12</td> <td>31</td> <td>248</td> <td>0.119</td> <td>420</td> </tr> <tr> <td>13</td> <td>32</td> <td>256</td> <td>0.123</td> <td>420</td> </tr> <tr> <td>14-19</td> <td>33</td> <td>264</td> <td>0.126</td> <td>420</td> </tr> <tr> <td>20+</td> <td>34</td> <td>272</td> <td>0.13</td> <td>480</td> </tr> </tbody> </table> <p>Holidays</p> <p>The following 6 holidays are observed: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving day, and Christmas day. Holiday time is included in the PTO accrual rates.</p> <p>If non-exempt and you work a holiday you receive time and a half.</p> | Years of Service | Days/Year | Hours/Year | Accrual/Hour | Maximum Hours | 0-4 | 23 | 184 | 0.088 | 420 | 5-9 | 28 | 224 | 0.107 | 420 | 10 | 29 | 232 | 0.111 | 420 | 11 | 30 | 240 | 0.115 | 420 | 12 | 31 | 248 | 0.119 | 420 | 13 | 32 | 256 | 0.123 | 420 | 14-19 | 33 | 264 | 0.126 | 420 | 20+ | 34 | 272 | 0.13 | 480 | | |
| Years of Service | Days/Year | Hours/Year | Accrual/Hour | Maximum Hours | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 0-4 | 23 | 184 | 0.088 | 420 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 5-9 | 28 | 224 | 0.107 | 420 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10 | 29 | 232 | 0.111 | 420 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 11 | 30 | 240 | 0.115 | 420 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 12 | 31 | 248 | 0.119 | 420 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
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| 14-19 | 33 | 264 | 0.126 | 420 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20+ | 34 | 272 | 0.13 | 480 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Additional Paid Absences</p> <p>Bereavement Leave of up to 3 days for designated family members, Paid Absence for duration of Jury Duty and up to 30 days per calendar year for Military Leave. Emergency Leave available with supervisor's approval and completion of 90-day introductory period. Up to one paid working day of leave for employees with defined immediate family members who are hospitalized due to life threatening injury/illness.</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <p>Employee Assistance Program (EAP)</p> <p>The Employee Assistance Program is available to employees as well as their spouses and dependent children. This program provides confidential assessment, counseling services and referrals if necessary.</p> | <p>No Cost to Employee</p> | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

YOUR PERSONAL AND PROFESSIONAL GROWTH & DEVELOPMENT

| Plan | Program Description |
|---|---------------------|
| <p>Learning and Development Opportunities</p> <p>Mary Greeley Medical Center is committed to maintaining a culture of continuous learning. We offer a wide range of learning and development opportunities, including internal curricula for leaders and employees, industry training, continuing education support, and more.</p> | |
| <p>Staff Growth & Development Program</p> <p>Provides funds to support the cost of job-related certification and recertification exams, courses, or training to obtain new knowledge or skills that will be mutually beneficial to the employee and MGMC.</p> | |

YOUR PERSONAL AND PROFESSIONAL GROWTH & DEVELOPMENT CONTINUED

| Plan | Program Description |
|---|---|
| Tuition Reimbursement | <p>Utilized for classes at accredited colleges, universities, technical schools and accredited on-line degree programs. Annual maximum tuition reimbursement allowances are based upon the degree being pursued and include:</p> <ul style="list-style-type: none"> • Associate Degree: \$2,000 • Associate Degree in Nursing: \$3,000 • Bachelor's Degree \$3,000 • Master's Degree: \$4,000 <p>Accelerated RN to BSN Program: \$9,000/18 months (not to exceed \$5,250/calendar year)</p> |
| Student Loan Repayment Assistance | <p>Provides \$100.00/month payment to be applied to the loan principal. This payment is made directly to your personal Federal Student Loan servicing company. Only applies to one Federal student loan at a time. This program does not cover Federal Student loans that are to be paid by Parents, nor for loans of any family members that the employee is paying for.</p> |
| Fitness Center Membership Supplement Program | <p>Employees who enroll in MGMC Fitness Center Membership Supplement program are eligible to receive up to \$9.50 per month in reimbursement if they use the fitness facility a minimum of eight times per month.</p> |

ADDITIONAL PROGRAMS AND BENEFITS

| Plan | Program Description |
|---------------------------------------|--|
| Daily Improvements - KaiNexus | <p>The Daily Improvement program is part of our ongoing commitment to continuous improvement and providing the best patient care. It is an employee driven effort in which all MGMC staff may submit ideas for sustainable continuous improvements via a web based platform called KaiNexus. When employees see a problem, an opportunity for improvement or have ideas that can be implemented they may submit them through this program and then leaders quickly respond and help with the idea submissions. The KaiNexus program provides every employee an equal opportunity to participate in daily staff driven improvement.</p> |
| Recruitment Referral Incentive | <p>MGMC offers a \$1,00.00 referral bonus to employees who refer an applicant that is hired for any open position that is posted outside the organization. The referring employee must submit a candidate referral form. The applicant must provide the HR Business Partner with the current employee's name that referred them during the interview process.</p> |
| Mass Transit (Cy-Ride) | <p>Available upon employment, reimbursement for the cost of employee's monthly Cy-Ride bus pass.</p> |
| Cellular Provider Discounts | <p>Several cellular phone providers provide discounts to MGMC employees including Verizon Wire, Sprint, US Cellular, and AT&T. Discounts may vary depending on providers and should be contacted directly for details.</p> |
| Pet Insurance | <p>Pet Protection insurance is available for purchase at group rates by employees for their pets.</p> |

This summary provides an overview of the complete benefits program at Mary Greeley Medical Center. Mary Greeley pays the entire cost of some benefits; others require a level of employee cost-sharing, and some are paid entirely by the employee. To the extent feasible, certain benefits are provided on a tax-favored basis. Upon beginning employment with Mary Greeley employees receive full plan documents for each of the various benefit programs available.

Summary of Benefits Disclaimer: This benefit summary highlights key features of the Mary Greeley Medical Center benefits program and does not include all plan rules and details. The terms of your benefit plans are governed by legal documents and policies. Should there be any inconsistencies between this summary and the legal plan documents/policies, the plan documents/policies are the final authority. Mary Greeley Medical Center reserves the right to change or discontinue its benefit plans at any time without prior advance notice.