

Employee Benefits Summary

| Benefit | Who is Eligible | Who Pays | When Eligible | What You Receive |
|-----------------------------|--|--|---|--|
| Paid Leave | Regular full-time and part-time employees | St. Helena Hospital | First day of the pay period following your first 90 days of employment. | Paid leave bank of hours to be used for vacation, holidays, sick leave. Range of accruals equivalent to 23.1 to 33.1 days per year; prorated for part-time employees. |
| Health Insurance | Regular full-time and part-time employees scheduled for at least 20 hours per week | St. Helena Hospital pays for full-time employees; part-time and dependent coverage paid through payroll deductions | First of month following 30 days of employment | Choice of two plans for Medical/Vision Coverage. Choose between a PPO and EPO option (see attached forms for details). |
| Dental Insurance | Regular full-time and part-time employees scheduled for at least 20 hours per week | St. Helena Hospital pays for full-time employees; part-time and dependent coverage paid through payroll deduction | First of month following 30 days of employment | Coverage for dental services, including 100% of preventive work, 80% of restorative work, 50% of major work, including orthodontia. \$25 deductible (\$75 maximum for family) on all except preventive. Maximum \$3,000 per any 24 month period. |
| Life Insurance | Regular full-time and part-time employees scheduled for at least 20 hours per week | St. Helena Hospital | May apply upon hire | \$10,000 to \$50,000 life insurance, depending on years of services. Opportunity to purchase additional through payroll deduction. Enhanced benefits extended to managers. |
| Personal Accident Insurance | Regular full-time and part-time employees scheduled for at least 20 hours per week | St. Helena Hospital | May apply upon hire | \$2,500 personal accident insurance. Opportunity to purchase additional for employee and family at time of hire and during specific open enrollment periods. |
| Various Voluntary Benefits | Regular full-time and part-time employees | Employee | May apply upon hire | Optional coverage for Long-term Disability, Group Legal Services, Health Insurance for Pets, Auto & Home, Critical Illness Insurance and Long-term Care Insurance. |
| Retirement Plan | Regular full-time and part-time employees | St. Helena Hospital | After completion of 1,000 or more hours per year | Annual contributions based on year-end pay. 50% matching provision for your voluntary contributions. Choice of investment funds. Receive distribution as early as 55. Fully vested after 5 years. |

Employee Benefits Summary *Cont.*

| Benefit | Who is Eligible | Who Pays | When Eligible | What You Receive |
|----------------------------|---|---------------------|--|---|
| Liability Claims Coverage | All employees | St. Helena Hospital | Immediately | Defense for claims related to performance of your duties. |
| Employee Health | All employees | St. Helena Hospital | Immediately | Initial treatment for any injury or illness occurring while on duty. Emergency room medical surveillance at no charge. |
| Vacation Discounts | All employees | You | Immediately | Discounts at various amusement parks and entertainment options. |
| Tuition Reimbursement | Regular full-time and part-time employees | St. Helena Hospital | After 6 months of employment | Upon approval, reimbursement from \$1,500 to \$4,500, depending on job classification, grade point average and length of service. |
| Tax Shelter Annuity | All employees | You | Immediately | Tax savings option for long-term investments |
| Direct Deposit of Paycheck | All employees | You | Immediately | Automatic paycheck deposit to any financial institution. |
| Funeral Leave | Regular full-time and part-time employees | St. Helena Hospital | First of month following 3 full months of employment | Full-time employees may request up to 24 hours off with pay. Part-time employees granted funeral leave on prorated basis |
| Jury Duty | Regular full-time and part-time employees | St. Helena Hospital | First of month following 3 full months of employment | Regular wages will be paid to a maximum of 10 working days if you are required to serve on a jury |
| Social Events | All employees | St. Helena Hospital | Immediately | Social events for employees are held periodically and announced through the employee newsletter |