

**TRI CITY SURGERY CENTER
HIGHLIGHTS OF EMPLOYEE BENEFITS**

BENEFITS	WHO PAYS	WHEN ELIGIBLE	WHO IS ELIGIBLE	RECEIVE
PROFIT SHARING BONUS PLAN	Employer (Center/Hospital)	Based on eligibility requirements approved by the Center/Hospital board.	The Administrator and All Amstaff employees, except temporary employees.	A profit sharing bonus based on the Center's Profitability. Bonus amount must calculate to be \$25 or more for the quarter.
PAID TIME OFF ACCRUAL (Includes all personal leave such as vacation and sick time.)	Employer (Hospital)	Employees may use accrued time off following the completion of 60 calendar days of continuous employment.	Full-time employees	Annual accumulation of time off according to date of hire. Up to 15 days per calendar year based on regular scheduled hours. Prorated for those scheduled to work between 30-39 hours per week
HOLIDAYS	Employer (Hospital)	After completion of one (1) full day of employment	Full-time employees	7 days
MEDICAL INSURANCE & PRESCRIPTIONS	Employer (Hospital) and Employee	The first of the month coinciding with or following date of employment	Full-time employees	Hospital pays 100% of Employee Premiums. Employee pays 100% of Dependent coverage premiums through payroll deductions one month in advance
DENTAL INSURANCE	Employer (Hospital) and Employee	The first of the month coinciding with or following date of employment	Full-time employees	Hospital pays 100% of Employee Premiums. Employee pays 100% of Dependent coverage premiums through payroll deductions one month in advance
VISION CARE	Employee	The first of the month coinciding with or following date of employment	Full-time employees	Eye exams, frames, lenses, and contact lenses, subject to co-payments and benefit limits
401(K) RETIREMENT PLAN	Employee (Savings)	Age 21 and the first of the quarter following employment	All employees, except temporary employees	Employee contributions 100% vested.
FLEXIBLE SPENDING ACCOUNT	Employer (Discretionary)	All employees that are Age 21, with one year of service, and employment at end of plan year	All employees, except temporary employees	Employer will match up to 4% of gross wages annually with immediate vesting for employer contribution.
GROUP LIFE INSURANCE and AD&D	Employer (Hospital)	The first of the month coinciding with or following date of employment	Full-time employees	Pre-tax savings when paying for health care and dependent care expenses

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SUPPLEMENTAL LIFE INSURANCE	Employee	The first of the month coinciding with or following date of employment	Full-time employees	Up to 3 times annual salary, spouse and dependent coverage, all available through payroll deduction
LEAVE OF ABSENCE	Employer (Hospital) and employee	Determined by Human Resources Policies	Full-time and part-time employees	Requested time off for personal reasons
FAMILY MEDICAL LEAVE	N/A	After one year of service	Employees that have been employed for 12 months & have worked 1,250 hours in the previous 12 months	Requested time off for own or family illness up to 12 weeks
BEREAVEMENT LEAVE	Employer (Hospital)	Following the completion of 60 calendar days of continuous employment	Full-time and part-time employees	Up to 3 days for immediate family member and 1 day for close family member. (Prorated for part-time employees.)
SHORT TERM DISABILITY	Employer (Center)	The first of the month coinciding with or following 30 days of employment	Full-time employees	60% of weekly income to a maximum of 13 weeks - see policy for details
LONG TERM DISABILITY	Employer (Center)	The first of the month coinciding with or following 30 days of employment	Full-time employees	60% of monthly income - see policy for details
UNEMPLOYMENT COMPENSATION	Employer (Center)	Date of employment	All employees	Benefit per state law
WORKERS' COMPENSATION	Employer (Hospital)	Date of employment	All employees	Coverage under State law for work related injuries or illnesses