

Benefits	Who is eligible	When eligible	Your benefit
<i>Insurance and Retirement</i>			
Health Insurance Plan	Full-time employees; Part-time employees requisitioned 40 hours per pay period	First day of the month following 30 days of continuous employment or open enrollment	Partners In Health Plan; Co-pay: \$25/\$50 PCP/Specialist \$75; Urgent Care/\$150 ER Visit \$500 deductible per calendar year per member; 80/20 In-Network; 70/30 Participating Network; 50/50 Out of Network
Dental Plan	Full-time employees; Part-time employees requisitioned 40 hours per pay period	First day of the month following 30 days of continuous employment or open enrollment	Co-insurance/\$50 deductible per calendar year. \$500 or \$1,000 maximum yearly allowance.*
Vision Plan	Full-time employees; Part-time employees requisitioned 40 hours per pay period	First day of the month following 30 days of continuous employment or open enrollment	Co-pay for eye examination every 12 months. Co-pay for lenses every 12 months and frames every 24 months. Two plans to choose from for provider networks.
Flexible Spending Tax Savings Plan	Full-time employees; Part-time employees requisitioned 40 hours per pay period	Upon hire	Pre-tax dollars set aside through payroll deductions to pay for eligible health and day care expenses as a means of reducing taxable income.
Accidental Death & Dismemberment Insurance	Full-time employees	First day of the month following three months of continuous employment	Term insurance for accidental death and dismemberment.*
Basic Group Term Life	Full-time employees	First day of the month following one-year anniversary	200 percent of annual income provided by CoxHealth.*
Supplemental Group Term Life	Full-time employees	First day of the month following one-year anniversary	Up to 300 percent of annual income maximum.* Premiums vary depending on amount of coverage selected.*
Voluntary Interest Sensitive Whole Life	Full-time and part-time employees (excluding PRN and per diem)	After 30 days continuous employment	Premiums vary depending on coverage selected. Premiums are payroll deducted.
Short-Term Disability	Full-time and part-time employees (excluding PRN and per diem).	After 30 days of continuous employment	Premiums vary depending on age, gender and amount of coverage.
Long-Term Disability	Full-time employees	First day of the month following one-year anniversary	60 percent of base salary to a maximum of \$10,000 monthly benefits.*
Pension Plan	Employees who work at least 1,000 hours per calendar year	One year after hire	Fully vested at five years. Benefits based on credited service and earnings. Must be age 21.
Savings Incentive Program (SIP) 403(b)	All employees working a minimum of 500 hours per year. (Temporary and per diem employees are not eligible.)	Upon hire	Payroll deduction option to reduce taxable income by setting aside money for retirement. CoxHealth will match a percentage of your pre-tax contribution. Post tax Roth option available.

*Subject to underwriting guidelines and provisions of the master contract.

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<i>Time Off</i>																		
Earned Time Off (ETO)	Full-time and part-time employees .5 status or greater.	Three months after hire	<p>ETO is used anytime an employee is off work during his/her scheduled work hours unless the employee qualifies for ESB, Funeral Leave or Jury Duty.</p> <p>ETO will be awarded each pay period based on the prior pay period hours paid, excluding weekend option bonus hours.</p> <p>An employee may accrue up to two times his/her potential annual ETO amount.</p> <p>Employees who have at least one year of service may cash out their ETO in no less than 40-hour amounts and must have at least forty hours of ETO remaining after the cash out.</p>															
<p><i>The following table shows the standard accrual rate for CoxHealth employees:</i></p> <table border="1"> <thead> <tr> <th>Employee years of service</th> <th>ETO calculation per hour of paid time (up to 80)</th> <th>Potential amount an employee can accrue in one year</th> </tr> </thead> <tbody> <tr> <td>0-4</td> <td>.0769</td> <td>160</td> </tr> <tr> <td>5-9</td> <td>.1000</td> <td>208</td> </tr> <tr> <td>10-14</td> <td>.1231</td> <td>256</td> </tr> <tr> <td>15+</td> <td>.1269</td> <td>264</td> </tr> </tbody> </table>				Employee years of service	ETO calculation per hour of paid time (up to 80)	Potential amount an employee can accrue in one year	0-4	.0769	160	5-9	.1000	208	10-14	.1231	256	15+	.1269	264
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Extended Sick Bank (ESB)	Full-time and part-time employees .5 status or greater.	Three months after hire	Earn 0.0346 hours for each hour paid during the prior pay period – up to 80 paid hours (excluding weekend option bonus). The maximum accrual will be equivalent to 72 hours per year.															
Special Hours/ Over 60 Hours	Full-time employees		Additional paid time for ESB time earned greater than 480 hours.															
Jury Duty	All employees	Upon hire	Employees called to serve as jurors may be absent with pay during their scheduled work hours.															
Bereavement Leave	Full-time employees / Part-time employees	Upon hire	Up to 24 hours paid leave for qualifying family members. Up to 32 hours if greater than 250 miles.															
Adoption Assistance	All employees	Three months after hire	May take up to a maximum of six weeks accrued ESB time.															

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<i>Miscellaneous</i>			
Cafeteria Discount	All employees	Upon hire	Discount with approved I.D.
Check Cashing	All employees	Upon hire	Will cash \$10 check in cafeteria with purchase and appropriate I.D.
Child Care Center	All employees	Upon hire	Child care available at both facilities. Rates available upon request and are payroll deductible.
Fitness Center	All employees	Upon hire	Fitness centers at multiple locations. Includes aerobic classes, locker rooms, whirlpool, swimming pool, sauna, racquetball and basketball courts. Individual and family rates available upon request and are payroll deductible.
Employee Health	All employees	Upon hire	TB tests, flu shots and Hepatitis B vaccinations.
Pharmacy Benefit	All employees	Upon hire	Discounted prescriptions at Convenient Care Pharmacies for employees and dependent family members, if purchased without use of prescription card provided by a health plan.
Tuition Reimbursement	Full-time employees	Upon hire	Eligible for \$1,200 per calendar year.
	Part-time employees requisitioned 40 hours per pay period		Eligible for \$600 per calendar year.
Credit Union (Southwest Missouri)	All employees	Upon hire at Cox South.	Payroll deduction for savings accounts, auto and personal loans, direct deposit; on site
Continuing Education	All employees	Upon hire	Educational Services provides courses and credits for various job classifications.
Direct Deposit	All employees	Upon hire	Direct deposit of wages to your checking account or credit union.
Employee Service Awards	All employees	Every five years of service	Dinner with awards presentation.

Other benefits: free parking, Recreation Council activities, shift premiums