



Employee Benefit Quick-Guide				
Benefit	Status			Description
	Full-time	Part-time	PRN	
Paid Time Off (PTO)	Yes	Yes	No	Accrued per pay period based on hours, service and position
Shift Differential	Yes	Yes	Yes	Flat rate based on position for evening, night, weekend and holiday differential
Short Term Disability	Yes	Yes	No	Employer paid disability plan. In the event of a qualified disability, employees receive a % of pay, based on years of service
Long Term Disability Insurance	Yes	No	No	Choice of coverage options for medical disability
Health Insurance	Yes	Yes	No	Choice of employee only or family coverage on a PPO plan and HMO plan
Dental Insurance	Yes	Yes	No	Choice of employee only or family coverage on 2 PPO plans
Vision Insurance	Yes	Yes	No	Choice of employee only or family plans
Basic Life Insurance	Yes	No	No	Employer paid; one times annual salary
Life Insurance Voluntary	Yes	Yes	No	Employee paid for self and/or dependents; several coverage options available at group pricing
401k Plan	Yes	Yes	Yes	Employee retirement savings plan with matching contributions by employer; plan limitations and parameters apply
Employee Assistance Program	Yes	Yes	Yes	Free and confidential counseling service for those experiencing personal or work-related challenges
<p>The above information is intended as an overview of the Wesley Medical Center benefit package available. Certain benefits require waiting periods prior to eligibility. Wesley Medical Center reserves the right to change or revise guidelines without notice when such action is deemed necessary.</p>				



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Medical Flexible Spending Account	Yes	Yes	No	Pre-tax dollars for qualified medical expenses
Dependent Care Flexible Spending Account	Yes	Yes	No	Pre-tax dollars for qualified daycare expenses
Long Term Care Insurance	Yes	Yes	No	Pays for medically qualified long term care received
Adoption Assistance	Yes	Yes	No	Assistance for expenses paid for the adoption of children
Tuition Reimbursement	Yes	No	No	Tuition assistance for approved coursework
Auto and Homeowners Insurance	Yes	Yes	No	Insurance plans available at group rates on 2 plans
Legal Benefit Plans	Yes	Yes	No	Discounted legal benefit plans
Pet Insurance	Yes	Yes	No	Discounted pet insurance at group rates
Fitness Center	Yes	Yes	Yes	Discounted membership to state of the art fitness center
Identity Theft Protection	Yes	Yes	Yes	Discounted identity theft protection plans
Credit Union	Yes	Yes	Yes	On-site full service financial institution
SelectPlus+ (Sittercity)	Yes	Yes	Yes	Paid benefit to help locate a local caregiver
Employee Discounts	Yes	Yes	Yes	Discounts available through specific corporate carriers. Log into HCArewards.com and click on Consumer Discounts.
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