

Employee Benefits

The following is an overview of all benefits offered by Noland Health Services, Inc. Eligibility requirements are outlined in plan documents.

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| Blue Cross Health Insurance | BlueCard PPO Includes prescription benefits Cost shared by employee & employer |
| Blue Cross Dental Insurance | Cost shared by employee & employer |
| Life Insurance / Accidental Death Benefit | 1 x Annual Salary up to \$50,000 Employer Paid |
| Defined Benefit Retirement Plan | Eligible to participate following 1 year of eligible service (1,000 hours worked per year) Employer Paid |
| Section 125 Flexible Benefits Plans | |
| Medical Expense Reimbursement | Up to \$3,000 per year |
| Child / Dependent Care Expense Reimbursement | Up to \$5,000 per year |
| * Both plans are Tax Sheltered * | Plans include a free My Source Card for employee and one additional card for family. The My Source Card allows you to use funds immediately, no more waiting for reimbursement checks! |
| VOLUNTARY BENEFITS | |
| Optional Life Insurance | Additional life insurance for employee and dependents Term & Universal options available |
| Vision Insurance Plan | Individual & Family vision care insurance with benefits for glasses or contact lenses |
| Short-Term Disability Insurance | Partial income replacement while temporarily disabled due to illness, injury or pregnancy |
| Cancer Insurance | Multiple coverage levels available to employee and dependents |
| Accident Insurance | Coverage available to employee and dependents |
| Blue Cross Blue Shield Long Term Care Insurance | Coverage available for employees and dependents |

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| 403(b) Tax Sheltered Savings Plan | A variety of investment options are available |
| U.S. Savings Bonds | Purchase U.S. Savings Bonds in a variety of denominations thru payroll deduction |
| Tuition Reimbursement | Reimbursement for tuition and fees for approved studies at accredited institutions \$3,000 per year for Full Time employees \$1,500 per year for Part Time employees |
| Employee Assistance Program (EAP) | Confidential counseling services for employees and eligible dependents |
| Jury Duty Pay | Full Time employees only |
| Bereavement Pay | Up to 3 days for Full Time and Part Time employees only |
| Direct Deposit | Free direct deposit of paychecks |
| Together We Shine | Employee Recognition Program for eligible employees to recognize service milestones, quarterly perfect attendance, reward positive work behaviors & more! |
| Staff Development Programs | In-services, workshops & other training at each facility |
| Paid Annual Leave | A generous accrual of PAL time for eligible employees |

This is a brief description of benefits available to Noland Health Services, Inc. employees and does not constitute a contract, guarantee, or an offer. Noland Health Services, Inc. may amend or terminate these benefits at will, except as prohibited by law.