

# ROCKWOOD

FOR PROVIDERS AND ADMINISTRATORS WORKING OVER 30 HOURS WEEKLY

brief benefits summary

BENEFIT	WHAT YOU RECEIVE	ELIGIBILITY	WHO PAYS?
<b>MEDICAL INSURANCE</b>	Choice of Premera Heritage Plus 1, *Premera High Deductible or Group Health Options  <i>*This plan qualifies as an HSA plan</i>	The first of the month following hire date; must be employed 30 hours per week.	Rockwood pays employee premium. Employee pays dependent premium.
<b>DENTAL INSURANCE</b>	DeltaDentalTN	Same as above	Employee
<b>LIFE INSURANCE AND ACCIDENTAL DEATH &amp; DISMEMBERMENT</b>	Basic Life & AD&D of \$100,000. Additional group term life available.	Same as above	Rockwood provides basic life and AD&D
<b>SHORT TERM DISABILITY INSURANCE</b>	Plan pays 70% of salary after 30 day elimination period. Elimination period pay: first 5 days vacation, remaining 25 days 100% of pay.	Same as above	Rockwood
<b>LONG TERM DISABILITY INSURANCE</b>	Plan pays 662/3% of salary after 90 day elimination period. Payable to age 65. Individual Coverage available/Guaranteed issue of \$5,000.	Same as above	Rockwood Rockwood pays 2/3 of Ind. Plan Prem.
<b>FLEXIBLE SPENDING ACCOUNTS: HEALTH CARE DEPENDENT CARE</b>	Employee can be reimbursed for Health Care and Dependent Care expenses with pre-tax dollars through this Section 125 Cafeteria Plan	Same as above	Employee
<b>401(K)</b>	Choice of:  Roth ( <i>after tax contribution</i> ) or 401(k) ( <i>pre-tax</i> )	1 <sup>st</sup> calendar quarter following 6 months.  Max annual contribution of \$16,500.  \$5,500 additional if over age 50.	401(k): Employee  Contributions are matched as follows: 100% of the first 1% of contribution. 50% of the next 5%.  Vesting: 2 year cliff.

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<p><b>VACATION / SICK / CME</b></p>	<p>Vacation: 20 to 45 days per year. (Varies due to status for Physicians and tier level for Physician Assistants and Nurse Practitioners)</p> <p>5 sick days per year</p>	<p>Hours renew annually.</p>
<p><b>HOLIDAYS</b></p>	<p>The following are observed: New Year's day, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas; with the exception of Urgent Care and its related support services.</p>	<p>Immediately</p>
<p><b>PROFESSIONAL LIABILITY INSURANCE</b></p>	<p>Paid Annually by Rockwood for all Providers</p>	<p>Effective upon first day of Employment</p>
<p><b>CME ALLOWANCE</b></p>	<p>Physicians: \$3,500 for the first 5 years, then \$4,000</p> <p>Non-Physician Providers: \$2,000 for the first 5 years, then \$2,500</p>	<p>Renews each January</p>

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WELLNESS BENEFIT	WHAT YOU RECEIVE	ELIGIBILITY
<b>EMPLOYEE ASSISTANCE</b>	Confidential counseling for personal and work related issues Up to 5 visits per calendar year	Immediately
<b>TOBACCO CESSATION PROGRAM</b>	Quit For Life Program: Quit coach; 8 weeks nicotine replacement therapy	Immediately
<b>WEIGHT WATCHERS AT WORK</b>	On-site 17 week sessions; payroll deduction	Immediately
<b>ROCKWOOD PHYSICAL THERAPY &amp; MEDICAL FITNESS CENTER</b>	25% discount on personal training programs	Immediately
<b>CORPORATE FITNESS CENTER DISCOUNTS</b>	<b>YMCA:</b> 50% off joiner fees; 10% off monthly dues  <b>SNAP Fitness:</b> \$5 off monthly dues	Immediately