

2010 Employee Benefits At A Glance

The Benefits in this reference guide are described according to the following definitions:

Full Time Employee: A regular position planned to last longer than six months and requiring a minimum of thirty [30] hours per week worked on a regularly scheduled basis.

Part Time: A regular employee planned to last longer than six months and requiring less than thirty [30] hours per week on a regularly scheduled basis.

On-Call/Pool/PRN: An employee who works only on an as-needed basis with no guaranteed minimum number of hours per week.

Occasional/Temporary: A position planned for a specific and short duration of six months or less and worked on a regularly scheduled basis. If a temporary position is going to extend beyond six month, it must be coordinated with the Human Resources Department to determine if the position should be reclassified. If there is a status change, neither status nor benefits will be retroactive.

Dependents: Legal spouse, children under the age of 19.

| Benefits | Paid by | Who Receives | Eligibility | What You Receive |
|-------------------------|---------|------------------------------------|---|--|
| Health Insurance | NES/You | Full-Time Employees and Dependents | First of the month following 90 days of full-time employment. | In network calendar deductible. \$2k/individual \$6k/family \$30.00 [Dr. Office Visit Co-Pay] \$50.00 [Specialist Office Visit Co-Pay] There is no co-insurance (This is a 100% plan) |
| Dental Insurance | You | Full-Time Employees and Dependents | First of the month following 90 days of full-time employment. | Comprehensive dental insurance. Premiums paid by pre-tax payroll deduction. |
| Vision Insurance | You | Full-Time Employees and Dependents | First of the month following 90 days of full-time employment. | Humana Vision VCP options have you covered and make eye care affordable. You have access to one of the largest vision networks in the United States, with more than 24,000 participating optometrist and ophthalmologists. |
| Life Insurance and AD&D | You | Full-Time Employees and Dependents | First of the month following 90 days of full-time employment. | Details forthcoming. |
| Short-Term Disability | You | Full-Time Employees | First of the month following 90 days of full-time employment. | Details forthcoming. |

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| Long-Term Disability | You | Full-Time Employees | First of the month following 90 days of full-time employment. | Details forthcoming. |
| Pharmacy | You | Full-Time Employees and Dependents | Individuals who are participants in the NES-sponsored plan | \$15 Generic/\$40 Brand Formulary/\$60 Brand Non-Formulary. |
| Paid Time Off | NES | Full-Time Corporate Employees | First of the month following 90 days of full-time employment. | You will accrue hours per pay period to be utilized for vacation, sick, and personal leave etc. |
| Bereavement Leave | NES | Full-Time Corporate Employees | Immediately | Up to three days paid absence for the death of an immediate family member [Reference Handbook for details]. |
| Jury Duty | NES | Full-Time Employees | Immediately | NES provides all employees with a maximum of fourteen [14] days per year when called for Jury Duty [Reference Handbook for details]. |
| Leave of Absence | NES | Full-Time Employees | Differs based on type of Leave requested. | Leave of absence without pay unless PTO is available. Return to work is subject to employment conditions at that time. You will be eligible to continue insurance coverage through payment of plan premiums. |
| Direct Deposit | You | All Employees | Immediately | Your paycheck is automatically deposited in your account with your signed approval. |
| Service Awards | NES | Full-Time Employees | Immediately | Service awards to employees for each five year period of continuous service. |
| Special Events | NES | All Employees | Immediately | Picnics, parties and other activities planned annually. |
| In-Service and Other Educational Opportunities | NES/You | All Employees | Immediately | Training on the job and other educational programs are available within financial constraints of NURSES Etc STAFFING. |