



LA RED HEALTH CENTER, INC.

ASSOCIATE BENEFITS SUMMARY

- Paid Holidays:** New Year's Day, Martin Luther King Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day After Thanksgiving, Christmas Eve, Christmas Day, ½ Day New Year's Eve, and associate's Birthday
- Annual Leave:** Full time associates are eligible for 20 paid leave days annually which can be used for vacation, sick and/or personal leave; accrues at the rate of 1.67 days per month; not eligible for leave time until 6 months of employment; beginning with the tenth year of continuous employment associates are entitled to 25 paid leave days annually; and beginning with the twentieth year of continuous employment are entitled to 30 annual leave days; associates may not bank more the annual leave allowance
- CME/CEU Leave:** Eligible associates are entitled to 5 annual leave days for continuing medical education; expenses associated for CME may be covered by LRHC but must be pre-approved by the CEO, CMO and/or COO
- Health Insurance:** After initial a two (2) month orientation period, associates are eligible to participate in employer-sponsored health benefits. Benefits will start the first day of the month following completion of the initial orientation period. LRHC currently covers the full premium for employee health for each associate; associates may elect to cover spouse and/or dependents through payroll deductions; the cost of covering family members will be the difference between that of the associate benefit and the cost of the family plan
- Dental Insurance:** Same as Health Insurance
- AFLAC:** LRHC offers all associates the opportunity to purchase a variety of cafeteria-style insurance plans through both pre- and post-tax payroll deductions; examples of these plans are life insurance, short and long term disability, extended hospital and accident coverage; employee spending accounts, etc.
- Pension:** Employer-sponsored pension plan with annual contributions based on annual financial performance at a rate established by the Board of Directors each year