

NORTH OAKS HEALTH SYSTEM
EMPLOYEE BENEFITS SUMMARY

BENEFIT	Who is Eligible	When Eligible	Who Pays
Medical & Dental Insurance Employees who work full-time (32 hours per week) are eligible for medical and dental insurance. Employees who work part-time (16-31 hours per week) are eligible for dental insurance only.	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for medical and dental insurance. Employees who work part-time (16-31 hours per week) are eligible for dental insurance only.	Employee
Health Plan Employees who work full-time (32 hours per week) are eligible for medical and dental insurance. Employees who work part-time (16-31 hours per week) are eligible for dental insurance only.	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for medical and dental insurance. Employees who work part-time (16-31 hours per week) are eligible for dental insurance only.	Employee
Health Spending Account Employees who work full-time (32 hours per week) are eligible for a Health Spending Account. Employees who work part-time (16-31 hours per week) are eligible for a Health Spending Account.	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for a Health Spending Account. Employees who work part-time (16-31 hours per week) are eligible for a Health Spending Account.	Employee
Employee Paid Group Life Insurance Employees who work full-time (32 hours per week) are eligible for Employee Paid Group Life Insurance. Employees who work part-time (16-31 hours per week) are eligible for Employee Paid Group Life Insurance.	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for Employee Paid Group Life Insurance. Employees who work part-time (16-31 hours per week) are eligible for Employee Paid Group Life Insurance.	Employee
Health Life Insurance Employees who work full-time (32 hours per week) are eligible for Health Life Insurance. Employees who work part-time (16-31 hours per week) are eligible for Health Life Insurance.	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for Health Life Insurance. Employees who work part-time (16-31 hours per week) are eligible for Health Life Insurance.	Employee
Voluntary Term Life Insurance Employees who work full-time (32 hours per week) are eligible for Voluntary Term Life Insurance. Employees who work part-time (16-31 hours per week) are eligible for Voluntary Term Life Insurance.	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for Voluntary Term Life Insurance. Employees who work part-time (16-31 hours per week) are eligible for Voluntary Term Life Insurance.	Employee
Long Term Disability (LTD) Employees who work full-time (32 hours per week) are eligible for Long Term Disability (LTD). Employees who work part-time (16-31 hours per week) are eligible for Long Term Disability (LTD).	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for Long Term Disability (LTD). Employees who work part-time (16-31 hours per week) are eligible for Long Term Disability (LTD).	Employee
Retirement Plans Employees who work full-time (32 hours per week) are eligible for Retirement Plans. Employees who work part-time (16-31 hours per week) are eligible for Retirement Plans.	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for Retirement Plans. Employees who work part-time (16-31 hours per week) are eligible for Retirement Plans.	Employee
Short-Term Disability (STD) Employees who work full-time (32 hours per week) are eligible for Short-Term Disability (STD). Employees who work part-time (16-31 hours per week) are eligible for Short-Term Disability (STD).	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for Short-Term Disability (STD). Employees who work part-time (16-31 hours per week) are eligible for Short-Term Disability (STD).	Employee
Health Savings Account (HSA) Employees who work full-time (32 hours per week) are eligible for a Health Savings Account (HSA). Employees who work part-time (16-31 hours per week) are eligible for a Health Savings Account (HSA).	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for a Health Savings Account (HSA). Employees who work part-time (16-31 hours per week) are eligible for a Health Savings Account (HSA).	Employee
Employee Stock Plan (ESOP) Employees who work full-time (32 hours per week) are eligible for an Employee Stock Plan (ESOP). Employees who work part-time (16-31 hours per week) are eligible for an Employee Stock Plan (ESOP).	Full-Time Employees	Employees who work full-time (32 hours per week) are eligible for an Employee Stock Plan (ESOP). Employees who work part-time (16-31 hours per week) are eligible for an Employee Stock Plan (ESOP).	Employee

Employee Benefit Summary