

Hospital Match Savings Program

Employees enrolled in a TDA program are eligible to receive a Hospital match on a 50% basis with a maximum Hospital contribution of 1.5% of the employee's gross earnings. Vesting and eligibility is the same as the pension plan.

FAMILY BENEFITS

Child Care Services

An on-site Child Care Center is available for full and part-time employees' children age 8 weeks to 5 years. The Center is open from 6:30 a.m. to 6:30 p.m. Monday through Friday. A consultation service is provided through Action for Children to assist employees in locating child care specific to their needs.

Dependent Care Reimbursement Program

This program allows employees to set aside pre-tax income for the payment of eligible dependent care expenses. Enrollment is within the first 30 days of employment and annually thereafter each November. This is a "use it or lose it" program.

Adoption Assistance Reimbursement Plan

Benefits eligible employees who have worked 832 or more continuous hours of employment in the twelve months prior to adoption may receive up to \$2,500 per child, \$5,000 lifetime maximum to help offset the cost of adoption. The adopted child must be under 18 years of age and not a relative or stepchild. Adoption assistance for part-time employees is pro-rated by appointed FTE.

EDUCATION BENEFITS

Tuition Assistance

An educational assistance program is available to benefits-eligible employees who have completed at least 832 hours of continuous employment at Nationwide Children's. The program pays tuition and lab fees after satisfactory completion of approved course work. Annual reimbursement limits are \$3,000 for undergraduate students and \$3,500 for graduate students. Reimbursement for part-time employees is pro-rated according to FTE status at the beginning of the term. Employees receiving tuition assistance are obligated to continue their employment at the same or greater level of hours for up to one year after the end of the most recent term.

CollegeAdvantage

The Ohio Tuition Trust Authority has partnered with Putnam Investments to create CollegeAdvantage - a Section 529 Qualified State Tuition Program for college savings. Employees can participate in this program through the monthly payroll deduction plan.

FINANCIAL BENEFITS

Direct Deposit

All employees must enroll in the direct deposit program which enables an employee to electronically deposit their complete paycheck into a bank account(s) of their choice. A maximum of 3 banks and 4 accounts is permitted.

U.S. Savings Bonds

Payroll deductions are available to purchase U.S. Savings Bonds. Various types of bonds, including educational, are available.

Employee Assisted Housing

Nationwide Children's is pleased to offer eligible employees an Assisted Housing Program. This benefit provides financial assistance for first-time home buyers to purchase a home within Franklin county. This is a collaborative effort of Nationwide Children's and Columbus Housing Partnership (CHP).

Management Benefits

We, the staff at Nationwide Children's Hospital, are dedicated to providing:



Quality **C**ARE to all children and their families, regardless of ability to pay.

ADVOCACY to promote health and improve the lives of children.

RESEARCH to expand the knowledge of childhood diseases.

EDUCATION to patients, families and the health professionals in the community.

Outstanding **S**ERVICE to our customers.



This summary applies to all full and part-time MANAGEMENT staff regularly scheduled to work 16 or more hours per week. If differences occur between benefit levels of full and part-time staff, they are noted in the benefit description.

HEALTH AND WELLNESS BENEFITS

Medical Insurance

Employees may enroll in a comprehensive medical insurance plan. Benefits include hospital care, medical/surgical care, outpatient services, vision care, prescription drugs, preventive care, routine wellness visits, mammographies, immunizations and mental health services. Coverage commences on the date of hire or date of eligibility. The cost of the plan is shared by Nationwide Children's Hospital and the employee. See cost schedule.

Dental Insurance

Employees may enroll in a dental insurance plan. The plan includes full compensation for preventive care, co-insurance benefits for restorative and major services and orthodontic coverage for dependents 18 years of age and under. Coverage begins on date of hire or date of eligibility. The cost of the plan is shared by Nationwide Children's and the employee. See cost schedule.

Benefits Plus Pre-Tax Program

Deductions through the Nationwide Children's payroll system for medical and dental insurance premiums are made on a "pre-tax" rather than an "after-tax" basis. This means that these deduction amounts are not subject to state, federal, or social security taxes.

Vision Insurance

Employees enrolled in the medical insurance plan have vision coverage for an annual eye exam and are then eligible for discounts on frames, lenses and contacts. Employees may also enroll in a supplemental vision plan providing coverage for an exam and materials with a co-pay. The cost of the plan is paid entirely by the employee. See cost schedule.

Health Care Reimbursement Program

This program allows employees to set aside pre-tax income for the payment of unreimbursed medical expenses. Enrollment is on an annual basis (November). This is a "use it or lose it" program.

Employee Health Services and Wellness Programs

A wide variety of services are available which provide on-site nursing care for staff including pre-employment assessments, treatment for injuries and illness, immunization updates, consultation for health related concerns, and health screenings. All employees are encouraged to participate in a variety of Wellness programs, such as weight loss and aerobics classes, smoking cessation programs, and on-site massage therapy, which are offered to staff at reduced costs. Additionally, staff are encouraged to take advantage of free wellness programming, such as lunch and learn sessions, counseling from the staff dietitian, and various interactive workshops.

The Nationwide Children's Hospital Employee Assistance Program (EAP) is designed to help staff and their family members manage a variety of personal concerns or problems. These services are strictly confidential, free of charge, and are available 24 hours a day by calling Matrix at (614) 475-9500 or 1-800-886-1171.

Fitness Center

An on-site Fitness Center is available to all employees. Membership fees are charged bi-weekly through payroll deduction. The Fitness Center is open 24 hours a day by card key access and is staffed 20 hours per week by a certified personal trainer. The Center is equipped with a variety of aerobic equipment, Trotter weight machines and limited free weights. Aerobic classes are offered through the Center daily at an additional fee.

Smoke Free Environment

Nationwide Children's is a totally smoke-free workplace. Smoking by staff, visitors and patients is prohibited in all facilities and permitted only outside in suggested areas. This action was taken due to the growing evidence that passive smoking is a health hazard, especially for children. Smoking cessation programs are available at Nationwide Children's and through our EAP.

LEISURE, DISABILITY AND LIFE BENEFITS

Paid Time-Off (PTO)

Following 3 months of employment, employees are eligible to receive compensation for PTO. PTO is provided for scheduled time off such as vacations, sick days, personal time and designated holidays. PTO can also be used for approved unscheduled time off. PTO accrues each pay period based on employee's full-time status and years of service

according to the following schedule: part-time employees do not accrue holidays (6 days) plus personal days (3 days). For exact part-time accruals, call Human Resources.

Years of Service	Annual Accrual	Bi-Weekly Accrual
1 - 3	224 hours	8.615
4 +	264 hours	10.153

Accruals are pro-rated based on "hours paid" in a pay period (up to a maximum of 80 hours worked). Employees may accrue PTO up to the following maximums:

Years of Service	Maximum Accrual
1 - 3	300 hours
4 +	380 hours

Short-Term Disability (STD)

STD is provided after 3 months of employment for eligible personal illness or illnesses of immediate family members living in the same household. An initial bank of 120 hours of STD is provided for management employees. Further accruals commence after one year of service and are earned bi-weekly at the rate of 88 hours per year. Part-time employees accrue STD on a pro-rated basis according to hours worked. The maximum accrual of STD is 960 hours.

Short-Term Disability Conversion Program

Employees may convert accrued STD time to PTO or cash at a ratio of 2:1 hours. A maximum of 80 hours of STD per year may be converted while maintaining a STD bank of 720 hours.

Long Term Disability Insurance

Income protection is offered at no cost to full time employees only who have completed one month of service. Benefits of 66 2/3% of salary, up to a maximum of \$15,000 per month, will be paid after 90 days of total disability until age 65.

Life Insurance

Term life insurance is provided at no cost to full-time and part-time benefits-eligible employees after 6 months of employment, with an option to purchase additional insurance coverage. The two types of insurance available are:

- 1) **Basic Employee Life Insurance** - Term life insurance equal to two times annual earnings (rounded to the next highest \$500) up to a maximum of \$600,000 is provided at no cost to employees. Supplemental life insurance equal to one-half, one, one-and-one-half, or two times annual earnings may be purchased through payroll deduction.
- 2) **Family Life Insurance** - Employees may purchase insurance on the lives of their spouse and/or eligible dependent children. The spouse will be covered for \$10,000, each child age 6 months or older for \$5,000, and each child under 6 months of age for \$1,000.

Accidental Death and Dismemberment

Accidental Death and Dismemberment insurance is provided at no cost to all full-time and part-time benefits-eligible employees after 6 months of employment. Upon satisfactory proof of accidental loss a percentage of the Principal Sum is paid.

Travel Accident Insurance

Employees are provided with \$100,000 of death or dismemberment insurance protection while traveling on Nationwide Children's Hospital business. The full cost of this insurance is paid by Nationwide Children's.

RETIREMENT BENEFITS

Pension Plan

Employees become participants in the defined contribution pension plan upon hire. From hire to 5 years of service, Nationwide Children's Hospital contributes 4% of pay to investments that the employee designates. After 5 years, Nationwide Children's increases its contribution to 5% of pay. The full cost of the plan is paid by Nationwide Children's. A vested service year is earned if an employee is paid 1,000 hours in a year. Vesting is a 5 year graded schedule – 20% after 2 service years, 40% after 3 service years, 60% after 4 service years, and 100% vested after 5 service years.

Tax-Deferred Annuities

Specialized retirement savings programs are available which permit employees to defer a portion of their income from current tax liability. Tax-deferred annuities are portable investments in which earnings can provide additional sources of post-retirement income independent of other retirement benefits. All employees may enroll in a TDA program.