



Summary of Benefits: Part-time with Benefits Employees

Lake Forest Hospital

Human Resources
660 North Westmoreland Road
Lake Forest, Illinois 60045-1696
(847) 535-6447

Health, Dental, Vision Care and Flexible Spending

Effective the first pay period following 30 days of employment.

Health, dental and vision-care coverage for self, spouse and dependent children, including full-time students to age 25. If spouse is eligible for benefits at his/her employment, health coverage may be available to him/her at a higher rate. Flexible Spending Accounts are for unreimbursed medical and dependent care expense.

Life Insurance Program

Effective the first day of the month following 30 days of employment.

BASIC LIFE INSURANCE Hospital pays all costs; \$2,000 coverage.

VOLUNTARY LIFE INSURANCE Employee may purchase voluntary life insurance for self, spouse and dependent children. Employee may choose coverage amount from \$10,000 to a maximum of

seven times their annual salary or up to \$150,000 for self. For spouse, an amount selected by employee, which is a multiple of \$10,000 to a maximum of 3 ½ times their annual salary or up to \$150,000. Cost is determined by age and dollar amount that is elected. Dependent child coverage is a flat \$10,000 for each child. The cost is \$1.80 per month regardless of number of children. Employee pays the premium through payroll deductions.

Savings Plan

Available upon employment.

The Savings Plan is a tax-deferred annuity program, a means of saving through payroll deductions for retirement. After one year of service, the Hospital contributes 50%, up to the first 5% of salary. The annuity pays interest on the employee's savings plus the hospital's contribution. Vesting schedule is graded beginning at year two of service, with 100% vesting after 6 years of credited service.

Paid Time off

PTO

Available after three months of employment.

SCHEDULE ONE 2 weeks, 1 day

3 weeks, 1 day 5 years @

4 weeks, 1 day 10 years @

SCHEDULE TWO 3 weeks, 1 day

4 weeks, 1 day 5 years @

HOLIDAYS

Available upon employment.

8 paid holidays per calendar year

9 paid holidays after 10 years of service

10 paid holiday after 15 years of service

Note: The amount of vacation time earned is pro-rated based on the number of hours worked. Part-time employees will be paid for 4 hours for each holiday, except the 9th and 10th holidays earned will be paid for at 8 hours.

Defined Benefit Pension Plan

Participation after 1000 hours of credited service.

Vested after 5 years of credited service. 100% employer-sponsored plan.

Tuition Reimbursement

Available upon employment.

Paid at 100% up to a maximum of \$1,200 per academic year (August 1 – July 31). Please note that payment of this benefit may be determined to be taxable income.

Credit Union

Available upon employment.

Features numerous means of saving through payroll deductions with return on investment varying by account type.

Offers no-cost checking, with no minimum balance. Account pays interest on unused balance.

Entitles participants to be eligible for loans at interest rates that are usually lower than rates from other lenders.

Housing

Available upon employment.

Attractive, fully furnished employee apartment facilities are available for unmarried and married employees with no children or animals at a reasonable cost. Based on availability.

Employee Assistance Program

Available upon employment.

The Hospital offers an Employee Assistance Program (EAP) to help employees with personal issues. The program offers organized, convenient and confidential access to professional resources.



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Child Care Benefit

Available upon employment.

The Hospital operates Dearhaven, a childcare and learning center. Discounted rates are available to employees based on salary grades (the lowest salary grades receive the highest discount). For more information, please contact Dearhaven at 847-535-6175.

Lake Forest/Lindenhurst Health & Fitness Centers

Available upon employment.

Located on the Hospital's Lake Forest campus and in Lindenhurst. A discounted rate is available to Lake Forest Hospital employees. For further information, please call 847-535-7000.

Additional Benefits

Available upon employment.

- Direct Deposit
- Shift Differential Pay – PM/Nights/Weekends
- Holidays paid at overtime rate
- Workers' Compensation Insurance
- Paid funeral leave
- Paid jury duty leave
- Subsidized cafeteria
- Hospital coffee shop