



Summary of Benefits: Full-time 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 elected for 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; equals 100% of annual base pay to a maximum of \$150,000.

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 7 times their annual salary or up to \$150,000 for self. For spouse, an amount elected by employee, which is a multiple of \$10,000 up to employee's life amount to a maximum of 3-½ times annual salary or up to \$150,000. Cost is determined by age and dollar amount that is elected. Dependent coverage is a flat \$10,000 for each child. The cost for dependent coverage is \$1.80 per month

regardless of number of children. Employee pays the premium through payroll deductions.

Disability Income

Effective after six months of employment.

SHORT-TERM DISABILITY 50% of base pay begins after all available paid time-off and eib hours have been used up, or on day 31. Disability pay may be available for up to 26 weeks of medically certified leave.

LONG-TERM DISABILITY (LTD) Employee is eligible if illness or injury lasts longer than 180 days. Premium is paid by the Hospital. LTD is 60% of the employee's regular monthly salary up to a maximum of \$5,000.

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

Effective 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

Effective immediately and based on working 8-hour days.

8 paid holidays per calendar year

9 paid holidays after 10 years of service

10 paid holiday after 15 years of service



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Extended Illness Time

Effective after three months of employment.

Pays full amount of regular salary after the first 24 scheduled hours of personal illness or injury. Employee accrues up to a maximum of 30 days or 240 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 \$3,000 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.

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