



Hannibal Regional  
Hospital

## Summary of Benefits

<b>Benefit</b>	<b>Received by</b>	<b>Begins</b>	<b>Description</b>
Approved Time	Benefit Eligible Team Members	Upon employment	Team members asked to reduce scheduled working hours due to low census or work volumes will receive credit for PTO benefit accrual when PTO is not used to “cover” the lost time.
Cafeteria	All Team Members	Upon employment	20% discount on purchases in the Courtyard Café; Free birthday meal; Free coffee, tea and hot chocolate while on duty.
Credit Union	All Team Members	Upon employment	Participate in an array of services offered thru United Industries Credit Union (payroll deduction).
Continuing Education	All Team Members	Upon employment	Continuing education and in-service programs funded by and/or offered through the hospital.
Dental Plan	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Optional low-cost dental insurance available for you and your family. Premiums are paid with pre-tax payroll deduction.
Direct Deposit	All Team Members	Upon employment	Hannibal National Bank offers a special “No Cost” Account for all team members.
Dependent Care Spending Account	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Dependent care expenses can be paid with pre-tax earnings. Written application is required and processed by SISCO Administration.
Accident Insurance (optional)	Benefit Eligible Team Members	Annual enrollment	Optional coverage available to you and your family.
Critical Illness Insurance (optional)	Benefit Eligible Team Members	Annual enrollment	Optional coverage available to you and your family.
Team Members Activities	All Team Members	Upon employment	“RISE Team” events include numerous holiday and other activities.
Entertainment	All Team Members	Upon employment	Discounted movie tickets available at the cashier. Theme park tickets available at the HR office.
Gift Shop	All Team Members	Upon employment	Auxiliary Gift Shop – discounts for team members.
Hannibal Children’s Center Payroll Deduction	All Team Members	Upon employment	Payment for childcare services at HCC can be made by payroll deduction.
Health Plan	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Optional comprehensive health care coverage available for you and your family, administered by SISCO. Premiums are paid with pre-tax payroll deduction.
Health Care Spending Account	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Qualifying expenses not covered by insurance can be paid with pre-tax earnings. Written application required and administered by SISCO.
HLG Discount	Benefit Eligible Team Members	After 3 months of benefit eligible employment	Tuition discount at Hannibal-LaGrange College.
Hospital Discount	Benefit Eligible Team Members	After 3 months of benefit eligible employment	50% discount on inpatient and outpatient services through HRH not paid by insurance. Limited to \$350 per individual, \$700 per family per year for team members not covered by HRH Health Plan.
Jury Duty Leave	Benefit Eligible Team Members	Upon employment	Team member continues to receive base earnings for missed scheduled work shifts. Jury duty checks are turned in to the cashier.
Leave of Absence	Benefit Eligible Team Members	Varies, depending on type of leave	Team members may be eligible for Medical, Personal, Education or Military leaves to retain employment affiliation during extended absences.



Hannibal Regional  
Hospital

**Summary of Benefits** (page 2)

<b>Benefit</b>	<b>Received by</b>	<b>Begins</b>	<b>Description</b>
Life Insurance	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Group Term Life Insurance provided, equal to annual salary, <i>rounded to next higher \$1,000.</i>
Life Insurance (optional)	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Additional Life Insurance is available for you and/or your dependents.
Liability Insurance	All Team Members	Upon employment	Liability insurance to cover team members when functioning on behalf of the Hospital.
Short Term Disability	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Provides 60% reimbursement on lost wages due to an accident or illness. Eligible after 30 days of not being able to work. Maximum of 6 months.
Long Term Disability	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	60% of basic monthly earnings after 180 days of continuous disability. Provided by Hannibal Regional Hospital.
Notary Public	All Team Members	Upon employment	Free Notary Services provided by Patient Financial Services department.
Paid Time Off (PTO)	Benefit Eligible Team Members	On the 91 <sup>st</sup> day of benefit eligible employment	PTO accrual based on years of service and hours worked.
Parking	All Team Members	Upon employment	Parking stickers required (see HR office). Free parking in convenient, well-lighted parking areas. Security escort service available (call PBX operation).
Pension Plan	All Team Members	Age 21 and 1 year of employment with 1,000 hours of service	Benefit provided by HRH based on years of credited service & average monthly earnings. Vested after 5 years of credited service.
Rest Periods	All Team Members	Upon employment	Flexible break periods (15 min. for each 4 hours worked).
Service Awards	All Team Members <i>excluding PRN</i>	Five years of continuous employment	Service recognition after each 5 consecutive years of service & at retirement.
Social Security	All Team Members	Upon employment	Hospital matches required team members contributions.
403b Plan	All Team Members	Upon employment	Convenient pre-tax payroll deductions available to assist with your retirement planning.
Tuition Reimbursement	Benefit Eligible Team Members	On the 91 <sup>st</sup> day of benefit eligible employment	Tuition reimbursement for approved, job-related continuing education.
Unemployment Compensation	All Team Members	According to state requirements	Income may be provided through the state during periods of unemployment.
Vision Care Discount	All Team Members	Upon employment	Team member discounts offered by area providers.
Vision Plan	Benefit Eligible Team Members	First of month, following 90 days of benefit eligible employment	Nationwide Network available for higher benefits.
Worker's Compensation	All Team Members	Upon employment	Medical care & percentage of income for work-related illness or injury.