

# The George Washington University Hospital

## Benefits Summary

GW Hospital values the health and well-being of our employees and provides a variety of market-competitive benefits programs. Our total benefits package is designed to meet employees' basic and life-changing benefits needs. GW Hospital regularly assesses our benefits programs to ensure employees receive those benefits they value and are provided with diverse options that address the issues of individuals and families and promote healthy lifestyles. To give you an idea of how we take care of our employees, we have provided a brief summary of the benefits.

Benefit Name	Effective Date	Brief Description
<b>Medical</b> (The cost of this benefit is shared by the employee and the Hospital.)	30 Days from Date of Hire	<b>AETNA HMO Plan</b> <b>UHS Plan (United Healthcare):</b> \$200, \$400 deductibles
<b>Dental</b> (The cost of this benefit is shared by the employee and the Hospital.)	30 Days from Date of Hire	<b>\$1,000 plan:</b> \$50 deductible, 20/80 preventive services, 50/50 basic and major services <b>\$1,500 plan:</b> \$50 deductible, 0/100 preventive services, 25/75 basic and major services.
<b>Vision</b> (The cost of this benefit is paid by the employee.)	30 Days from Date of Hire	<b>In Network:</b> \$5 deductible for vision exam, \$20 deductible for clear lenses, VBA pays up to \$50 wholesale allowance for frames, VBA covers up to \$140 for cosmetic contacts.
<b>Life Insurance</b> (The cost of this benefit is paid by the employee.)	30 Days from Date of Hire	\$10,000 required minimum coverage. You may elect additional coverage at \$50,000, 1x,2x,3x, or 4x at your pay. The cost for additional coverage is paid by the employee.
<b>Accident Death and Dismemberment</b> (The cost of this benefit is paid by the Hospital.)	30 Days from Date of Hire	Uniflex covers 1x your pay at no cost to you.
<b>Personal Accident Insurance</b> (The cost of this benefit is paid by the employee.)	30 Days from Date of Hire	<b>For employee:</b> Coverage amounts from \$25,000 up to \$300,000. <b>For your spouse:</b> Coverage equal to 60% of your amount. <b>For your child(ren):</b> Coverage equal to 20% of your amount. <b>For your spouse and child(ren):</b> Spouse-50% of your amount; child(ren) 15% of your amount.
<b>Long Term Disability</b> (The cost of this benefit is paid by the employee.)	30 Days from Date of Hire	Up to 60% of your base pay may be provided as disability income from his/her plan and Social Security.
<b>Short Term Disability</b> (The cost of this benefit is paid by the employee.)	30 Days from Date of Hire	Paying 60% of your salary - up to \$1,000 per week after exhausting of PTO
<b>Dependent Life Insurance</b> (The cost of this benefit is paid by the employee.)	30 Days from Date of Hire	Spouse Only: \$10,000 or \$25,000; Spouse and Child(ren): Spouse- \$10,000/child, \$2,000 each or Spouse-\$25,000/child \$10,000 each.
<b>Flexible Spending Accounts</b>	30 Days from Date of Hire	Healthcare FSA (up to \$3,000/yr) Dependent Care FSA (up to \$5,000/yr)
<b>Corporate Family Network/ Employee Assistance Program (EAP) &amp; Worklife Program</b>	Immediately Upon Hire	EAP is a free service to all employees and their dependents for confidential counseling and referral services for financial, emotional, legal and other health & wellness matters.

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Benefit Name	Effective Date	Brief Description
<b>Paid Time Off/ ELB</b>	90 Days from Date of Hire	Vacation, Sick, and Holiday time are combined into PTO. New Full-time (32-40 hrs) employees are eligible for 26 days PTO; New Part-time employees (20-31 hrs) are eligible for 13 days of PTO. ELB: FT employees can earn up to 5 days per fiscal year and PT employees can earn 2 days.
<b>Retirement Savings Plan</b>	30 Days from Date of Hire	You may contribute 1 to 25% of your pay up to IRS annual dollar maximums. UHS/Fidelity matches 50% on your first 6% of contributions. Vesting: You are fully vested after 4 years of service. You are 25% vested each year.
<b>Stock Purchase Plan</b>	30 Days from Date of Hire	You can request to deduct up to \$1,000 per month. The minimum payroll deduction per month is \$20. Each month UHS will invest the amount of your payroll deductions to purchase shares of UHS, Inc stock. You will purchase each share of stock at 10% less than the current market price.
<b>Continuing Education Benefit</b> (There are two separate educational benefit programs available to full-time employees only.)	Immediately Upon Hire or 6 Months from Date of Hire	<b>Program 1</b> allows for reimbursement for tuition expenses directly related to job responsibilities or part of curriculum requirements for a degree in a job related field at any accredited university up to a \$3,000 per year maximum.  <b>Program 2</b> provides 90% of tuition costs to The George Washington University. Employees must apply and then be selected for this benefit. Employees are selected based on job readiness, job enhancement and courses of study that further the mission and business goals of the Hospital.
<b>Transportation Subsidy</b>	Immediately Upon Hire	All Full-time employees are given \$80.00 per month. All Part-time employees are given \$40.00 per month.
<b>Metro Smart Trip Card</b>	Immediately Upon Hire	Employees may set up an allowance up to \$115.00 a month to be placed on a Metro Card. This money is Payroll Deducted on a pre-tax basis.
<b>Credit Union</b>	Immediately Upon Hire	Available to all employees.
<b>Best Upon Request</b>	Immediately Upon Hire	Concierge Services available to all employees. Employee only pays for the costs of the goods or services requested. GWUH pays the concierge fee.
<b>Voluntary Benefits</b>	30 Days from Date of Hire	<ul style="list-style-type: none"> <li>• Legal Benefit</li> <li>• Auto &amp; Home Insurance</li> <li>• Long Term Care Insurance</li> <li>• Critical Illness Insurance</li> <li>• Pet Insurance</li> <li>• PerksCard Discounts</li> </ul>

Note: This handout is intended to provide a brief summary. Official detail information is available in the Summary Plan Descriptions and plan documents. These benefits may be canceled or changed at any time.