

RIVERSIDE SAN BERNARDINO COUNTY INDIAN HEALTH INC PROVIDERS SUMMERY

| COVERAGE | CARRIER | EXPLANATION OF BENEFITS | EMPLOYEE CONTRIBUTION | EMPLOYER CONTRIBUTION |
|----------------------------|-------------------|--|---------------------------------------|---|
| LIFE | Lincoln Financial | Provides Coverage equal to the employees salary up to a 2 times annual salary maximum \$300,000 | 0 | 100% |
| SUPPLEMENTAL LIFE | Lincoln Financial | Provides coverage based upon one, two, three, four or five times employee's salary- EE Spouse up to \$50,000 EE Child(ren) up to \$ 5, | Rate is based upon the employees age | 0% |
| SHORT TERM DISABILITY | UNAM | provides 30 OR 40% of salary waiting period (14) days | Rate is based upon the employees age | 0% |
| LONG TERM DISABILITY | Lincoln Financial | provides 60 percent of salary (after waiting period) it is coordinated with social security benefits | 0 | 100% |
| RETIREMENT PLAN | TRS | Available after one year of employment and who have worked 1,000 hours previous calendar year Vesting time 3 years of service | 3% to 9% EE Contribution | 1-4 Yrs Service 3% 5-6 Yrs Service 4% 7-8 Yrs Service 5% 9-10 Yrs Service 6% 11 yrs of service 7% 12 yrs of service 8% 13yrs of service 9 % 14yrs of service 10 % 15yrs of service 11 % |
| TAX SHELTERED ANNUITIES | MET-LIFE | 457-b 403-b | Subject to IRS Maximum limitations | 0% |
| MEDICAL | EBMS | three tier plan (A,B,C) | 25% | 75% |
| DENTAL | EBMS RSBCIHI | Available for employees and their dependents Covered under Plan (A B C) \$4,000 Plan Year Maximum | | |
| VISION | RSBCIHI | Covered Under Plan A available at a discounted rates at the RSBCIHI. Clinics | | |
| EMPLOYEE ASSISTANT PROGRAM | LINCOLN FINANCIAL | Provides confidential counseling, information, and management consultation for employees who experience some form of personal distress | | 100% |
| EMPLOYEE FITNESS PROGRAM | | Available to non- probationary Employees | \$0.00 | 100% \$ 500.00 |
| VACATION | | 1-15 years 8.75 HRS PER PAY PERIOD 15 years + 11 HRS PER PAY PERIOD | | 100% |
| EIT after 3 days PTO | | 2.50 per pay period max 480 hours | | 100% |
| HOLIDAY | | 13 1/2 DAYS PER CALENDAR YEAR subject to change | | 100% |
| CME | | 40 HOURS and \$2,500 ALLOWANCE PER YEAR | | Maximum \$2,500 per year |