

NORTH OAKS HEALTH SYSTEM EMPLOYEE BENEFITS SUMMARY

BENEFIT	Who is Eligible	When Eligible	Who Pays																																				
Medical & Dental Insurance NOHS offers 2 medical plan choices and 2 dental plan choices with different premiums for each plan.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	NOHS/ Employee																																				
Vision Plan NOHS employees may opt for vision coverage at reasonable rates. Plan includes \$10 eye exam at participating providers; frames, lenses or contact lenses at little to no cost depending on your selection.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual Benefit Fair.	Employee																																				
Flexible Spending Accounts Flexible Spending Accounts are pre-tax monies set aside through payroll deduction to be used for out-of-pocket medical and pharmacy expenses, deductibles and co-insurance payments.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next annual enrollment period.	Employee																																				
Employer Paid Group Life Insurance Life insurance coverage for Full-Time benefit employees immediately upon attaining Full-Time benefit status. Coverage is equal to one times employee's annual base salary. Enrollment in this plan is automatic. Limited to maximum coverage of \$500,000. Coverage over \$50,000 is considered imputed income per IRS guidelines.	Full-Time Benefit	Employee eligible upon attaining Full-Time Benefit Status.	NOHS																																				
Basic Life Insurance Coverage available at reasonable group rates. Coverage level is \$15,000 for employee; \$4,000 for spouse; and \$2,000 for children.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next Benefit Fair.	Employee																																				
Voluntary Term Life Insurance Coverage available in \$10,000 increments. Maximum available is lesser of 5-times annual base salary or \$500,000. Guaranteed issue is \$150,000 for employee and \$50,000 for spouse. Coverage of \$10,000 is also available for children.	Full-Time Benefit	Employee must enroll within 30 days of employment or eligibility or wait until next Benefit Fair with no guaranteed issue.	Employee																																				
Long-Term Disability (LTD) LTD is offered to Full-Time benefit employees who have completed one year of service. Coverage equals 60% of base pay to a monthly maximum of \$8,000. Elimination period is 180 days. Enrollment in this plan is automatic.	Full-Time Benefit	After 1 year of employment if actively at work. See handbook on NOHNet for details.	NOHS																																				
Retirement Plan(s) 401A Plan - NOHS contributes to this plan for eligible employees. Employee must contact the retirement representative to enroll in the plan before NOHS contributions can begin. Subject to IRS compensation limitations. Contribution is a percentage of base salary as follows: <table><tr><td>After completion of 1 Year of Service</td><td>-</td><td>2% of Base Annual Salary</td></tr><tr><td>After completion of 4 Years of Service</td><td>-</td><td>3% of Base Annual Salary</td></tr><tr><td>After completion of 8 Years of Service</td><td>-</td><td>4% of Base Annual Salary</td></tr><tr><td>After completion of 12 Years of Service</td><td>-</td><td>5% of Base Annual Salary</td></tr><tr><td>After completion of 16 Years of Service</td><td>-</td><td>6% of Base Annual Salary</td></tr></table> Employees are 100% vested in the plan after 5 years of service.	After completion of 1 Year of Service	-	2% of Base Annual Salary	After completion of 4 Years of Service	-	3% of Base Annual Salary	After completion of 8 Years of Service	-	4% of Base Annual Salary	After completion of 12 Years of Service	-	5% of Base Annual Salary	After completion of 16 Years of Service	-	6% of Base Annual Salary	Full-Time Benefit	After 1 year of employment.	NOHS																					
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Paid Time Off – PTO (Annual Accrual) <i>Paid Time Off (PTO) is used for scheduled personal leaves due to vacations, holidays, personal business or short-term illness.</i> <table><tr><th>Hours Scheduled per week</th><th>0-5</th><th>After 5</th><th colspan="3">Years of Service</th></tr><tr><td></td><td></td><td></td><th>After 10</th><th>After 15</th><th>After 20</th></tr><tr><td>20-31</td><td>4.5 days</td><td>7 days</td><td>9.5 days</td><td>11 days</td><td>12 days</td></tr><tr><td>32-35</td><td>17 days</td><td>21 days</td><td>25 days</td><td>27.5 days</td><td>28 days</td></tr><tr><td>36-39</td><td>18.5 days</td><td>23.25 days</td><td>29.25 days</td><td>31 days</td><td>33 days</td></tr><tr><td>40</td><td>20 days</td><td>25 days</td><td>30 days</td><td>33 days</td><td>35 days</td></tr></table>	Hours Scheduled per week	0-5	After 5	Years of Service						After 10	After 15	After 20	20-31	4.5 days	7 days	9.5 days	11 days	12 days	32-35	17 days	21 days	25 days	27.5 days	28 days	36-39	18.5 days	23.25 days	29.25 days	31 days	33 days	40	20 days	25 days	30 days	33 days	35 days	Full-Time Benefit Part-Time Benefit	The pay period following the completion of 90 days of employment.	NOHS
Hours Scheduled per week	0-5	After 5	Years of Service																																				
			After 10	After 15	After 20																																		
20-31	4.5 days	7 days	9.5 days	11 days	12 days																																		
32-35	17 days	21 days	25 days	27.5 days	28 days																																		
36-39	18.5 days	23.25 days	29.25 days	31 days	33 days																																		
40	20 days	25 days	30 days	33 days	35 days																																		
Note: Maximum ceiling for PTO accrued is 2 times the employee's accrual. Example: If employee accrues 160 hours a year, the maximum amount of PTO the employee can accrue is 320 hours.																																							
Extended Illness Time – EIT (Annual Accrual) Hours Scheduled Per Week <table><tr><td>20-31</td><td>4 days</td></tr><tr><td>32-35</td><td>6.4 days</td></tr><tr><td>36-40</td><td>8 days</td></tr></table>	20-31	4 days	32-35	6.4 days	36-40	8 days	Full-Time Benefit Part-Time Benefit	The pay period following the completion of 90 days of employment.	NOHS																														
20-31	4 days																																						
32-35	6.4 days																																						
36-40	8 days																																						
Note: Maximum ceiling for EIT accrued is 480 hours.																																							

Employee Benefits Guide Template

Michael Rajnik

A red circular graphic with a gradient, appearing as a partial circle or a thick arc, located to the right of the author's name.

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Table of Contents Employee Benefits Guide Template

1. Understanding the eBook Employee Benefits Guide Template
 - The Rise of Digital Reading Employee Benefits Guide Template
 - Advantages of eBooks Over Traditional Books
2. Identifying Employee Benefits Guide Template
 - Exploring Different Genres
 - Considering Fiction vs. Non-Fiction
 - Determining Your Reading Goals
3. Choosing the Right eBook Platform
 - Popular eBook Platforms
 - Features to Look for in an Employee Benefits Guide Template
 - User-Friendly Interface
4. Exploring eBook Recommendations from Employee Benefits Guide Template
 - Personalized Recommendations

- Employee Benefits Guide Template User Reviews and Ratings
- Employee Benefits Guide Template and Bestseller Lists
- 5. Accessing Employee Benefits Guide Template Free and Paid eBooks
 - Employee Benefits Guide Template Public Domain eBooks
 - Employee Benefits Guide Template eBook Subscription Services
 - Employee Benefits Guide Template Budget-Friendly Options
- 6. Navigating Employee Benefits Guide Template eBook Formats
 - ePub, PDF, MOBI, and More
 - Employee Benefits Guide Template Compatibility with Devices
 - Employee Benefits Guide Template Enhanced eBook Features
- 7. Enhancing Your Reading Experience
 - Adjustable Fonts and Text Sizes of Employee Benefits Guide Template
 - Highlighting and Note-Taking Employee Benefits Guide Template
 - Interactive Elements Employee Benefits Guide Template
- 8. Staying Engaged with Employee Benefits Guide Template
 - Joining Online Reading Communities
 - Participating in Virtual Book Clubs
 - Following Authors and Publishers Employee Benefits Guide Template
- 9. Balancing eBooks and Physical Books Employee Benefits Guide Template
 - Benefits of a Digital Library
 - Creating a Diverse Reading Collection Employee Benefits Guide Template
- 10. Overcoming Reading Challenges
 - Dealing with Digital Eye Strain
 - Minimizing Distractions
 - Managing Screen Time
- 11. Cultivating a Reading Routine Employee Benefits Guide Template
 - Setting Reading Goals Employee Benefits Guide Template
 - Carving Out Dedicated Reading Time
- 12. Sourcing Reliable Information of Employee Benefits Guide Template
 - Fact-Checking eBook Content of Employee Benefits Guide Template

- Distinguishing Credible Sources
- 13. Promoting Lifelong Learning
 - Utilizing eBooks for Skill Development
 - Exploring Educational eBooks
- 14. Embracing eBook Trends
 - Integration of Multimedia Elements
 - Interactive and Gamified eBooks

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web dec 28 2020 in this article you will find a description of mazda bongo fuses and relays with block diagrams and their locations note the cigarette lighter fuse there is no one general description for all mazda bongo models

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web 1 first you need to find the drawing number of the hose you require for the main coolant hoses you should refer to the relevant schematic for instance 15 184 is the bottom radiator hose these schematics will open in a new window schematic for 2.5 v6 petrol bongos all versions schematic for wlt 2.5 diesel bongos all models

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web jan 29 2016 the fans cannot be used on there own to gauge the condition of things as there are several other things that control the temp too age and condition of the rad condition and age of the thermostat and the fan trigger switch and the temp sender switch age and condition of the coolant all the above should be replaced frequently possibly

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