

Time Off - For information regarding the generous paid time off plan, please contact NPMC Human Resources Department.

Cafeteria - Employee discounts are available to all team members. Meals may be charged and deducted from your paycheck.

Parking - NPMC provides free, well-lit employee parking in designated areas adjacent to the hospital.

Employee Health Services - Free immunizations are available for employees and volunteers (Influenza, Hepatitis B) and mandatory annual Tuberculosis screening.

NPMC Gift Shop - Employees are eligible for a gift shop account and to have a set amount deducted from each paycheck toward that account.

Scholarships - The NPMC Auxiliary provides quarterly scholarships to qualifying employees working toward a healthcare-related degree.

Tuition Reimbursement - NPMC makes tuition reimbursement available to employees after 2 years of service with a lifetime maximum of \$12,500.



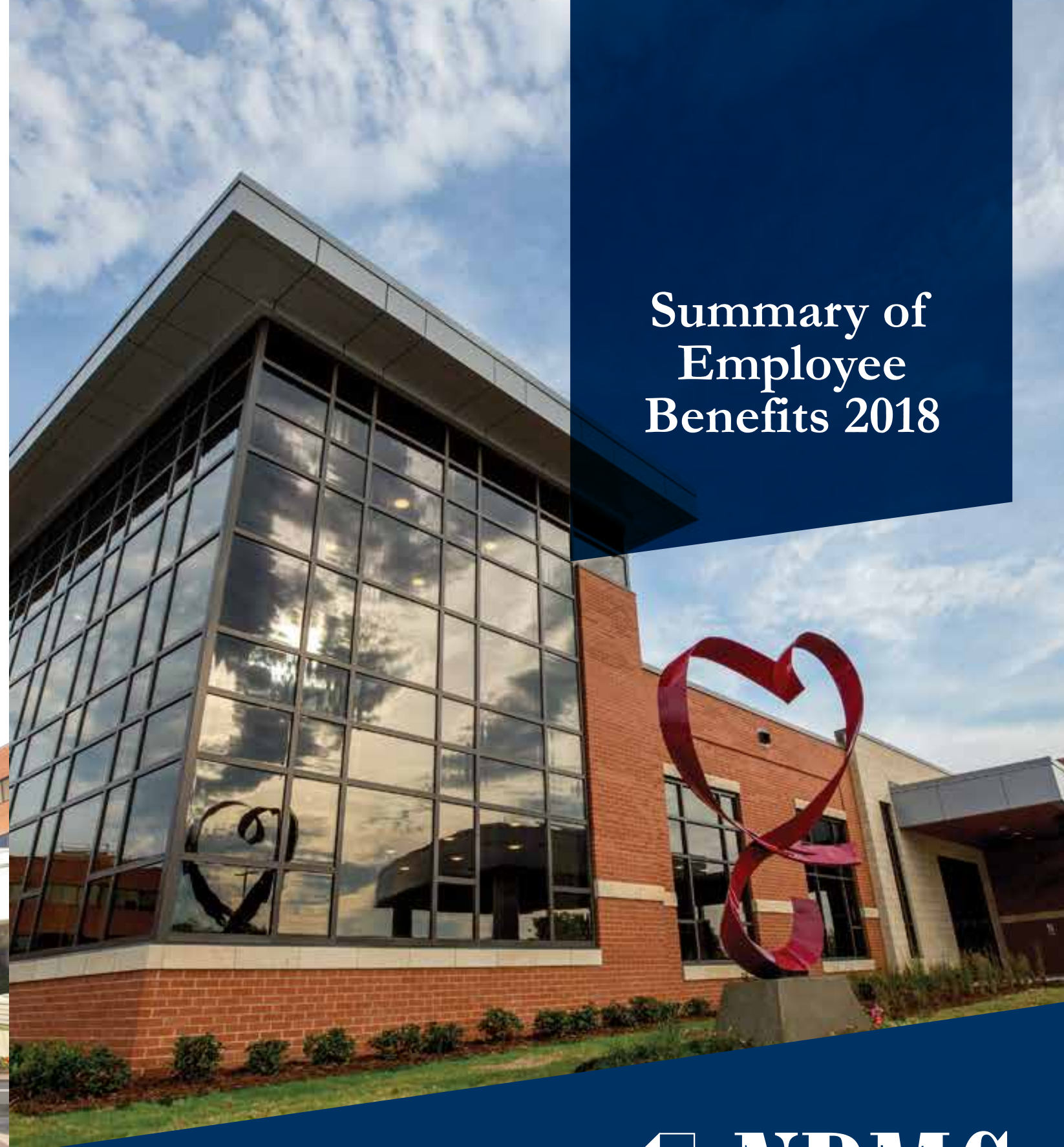
Fitness Center Discounts - Various fitness centers and health clubs work with National Park Medical Center to provide employee discounts. See the Human Resources department for a list of clubs and discounts.

Payroll Deductions

NPMC offers payroll deduction for a variety of different products and services including:

- Magic Springs Season Passes
- NPMC Logo Store
- Auxiliary Hosted Sales (Razorback, Jewelry, Purses, Books, Uniforms, etc.)
- NPMC Cafeteria
- NPMC Gift Shop
- Mid-America Science Museum

For more information contact:
Human Resources
(501) 620-1302



Summary of Employee Benefits 2018

1910 Malvern Ave
Hot Springs, Ar 71901
(501) 321-1000
NationalParkMedical.com





National Park Medical Center (NPMC) and RCCH HealthCare Partners are proud to offer a comprehensive benefits package. These benefits are generously subsidized by the facility and are available for full-time employees scheduled to work 30+ hours per week and part-time employees scheduled to work 20-29 hours per week.

Medical/Prescription Coverage - NPMC Team members have a choice of three different health plans (A PPO Plan and 2 Account Based, High Deductible Plans). Each plan is designed to provide competitive healthcare coverage to employees and eligible dependents. While each plan covers the same services, they differ by offering varied co-pays, out of pocket maximums and premium contributions. This variety provides employees with choices that allow them to select the best plan to meet the needs of their family. Our medical plans also provide extensive prescription drug coverage, with options for local pharmacy fulfillment or more conveniently through mail-order services. The High Deductible Account Based Plan with no employer contribution is available at no cost to full-time employees.

Wellness - Employees enrolled in NPMC/RCCH medical coverage may earn medical premium discounts for being tobacco-free and for participating in wellness screenings. Additionally, our Wellness Program provides employees with a broad range of informational materials about wellness and other resources to help them achieve and maintain their health.



Health Savings Account - Employees selecting the Account Based, High Deductible Health Plan and who qualify under IRS rules may also contribute to a Health Savings Account (HSA) using pre-tax dollars up to the maximum annual IRS limit. The HSA is used to pay for eligible healthcare expenses such as deductibles, copays, vision and dental care. Any balance in the account at the end of the plan year will roll over to the next year, allowing the account holder to accumulate money on a pre-tax basis to offset medical expenses in the future.

Flexible Spending Accounts – Healthcare and Dependent Care - Employees can save money by contributing to a Flexible Spending Account (FSA) up to the maximum annual IRS limit with pre-tax dollars. The Healthcare FSA can be used for eligible out-of-pocket healthcare expenses such as deductibles, copays, vision and dental care for individuals who select the PPO Health Plans. The Dependent Care FSA can be used for expenses such as daycare for children and/or senior dependents (regardless of the selection of your medical plan). A maximum of \$500.00 may be rolled over from one year to the other for the Healthcare FSA.

Dental - A comprehensive dental PPO is offered which provides coverage for preventative and diagnostic dental services, basic services, major services, as well as adult and child orthodontia.

Vision - NPMC vision plan provides coverage for yearly eye exams and contact lenses or glasses and discounts on sunglasses and other eye health services.

Short Term Disability - One-hundred percent (100%) paid for by the company, the Short Term Disability (STD) plan provides income protection in the event an employee becomes ill, injured or pregnant and is unable to work for a short period of time. Our coverage insures payment of 60% of the employee's base salary. Since the premiums are paid with post-tax dollars, benefit distributions are non-taxable. Certain rules apply (including pre-existing condition exclusions), so be sure to check with the Human Resources representative for more detailed information.

Long Term Disability - One-hundred percent (100%) paid for by the company, the Long Term Disability (LTD) income protection plan covers 60% of employee's base salary (subject to maximum limits and duration) if the employee is disabled due to illness, injury or pregnancy. As with the STD plan, premiums are paid with post tax dollars, therefore benefit distributions are non-taxable, closing the gap between the benefit distribution and spendable income before the disability. Coverage is subject to pre-existing conditions, an elimination period and income offsets such as social security.



Basic Life and Accidental Death and Dismemberment Insurance - The facility provides Basic Life and Accidental Death and Dismemberment (AD&D) Insurance equal to the employee's annual base salary (subject to maximum limits) at no cost to full-time employees working 30 or more hours per week.

Accident Insurance Coverage - Accident insurance coverage provides a cash benefit when an insured is injured due to a covered accident.

Critical Illness Coverage - Critical Illness Coverage provides a cash benefit to the policy holder when an insured person has a covered illness or event in the categories of Heart, Cancer, Organ, or Quality of Life.

Supplemental Life and AD&D Insurance - Employees may purchase additional supplemental life and AD&D insurance.

Spouse Life and AD&D Insurance - Employees may purchase life insurance on their spouse.

Child Life and AD&D Insurance - Employees may purchase life and AD&D insurance on their children.

Employee Assistance Program and Work Life Services - Employee Assistance Programs (EAP) and Work Life Services are provided at no additional cost to the employee, offering many confidential resources to both employees and those in their household on a wide array of issues including:

- Unlimited telephonic counseling and up to three face to face visits with a counselor for issues such as emotional problems, substance dependency, stress, anxiety, depression, family/ marriage problems, etc.
- Financial Information and Resources
- Legal Information and Consultation
- Tips for disaster planning
- Work/Life Balance counselors assist with day to day challenges such as finding apartments for college students, dependent care providers, camps or schools for children, repair services on weekends and a host of other services to make your life easier.

Travel Assistance Program - 24/7/365 travel assistance is available when you are traveling internationally or long distances for medical services, travel services, safety concerns and financial services.

Beneficiary Support Services - In the event of the loss of a loved one, this service provides telephonic grief counseling, face to face grief counseling and consultation, memorial planning assistance, etc.

401(K) Retirement Plan - NPMC makes access to our 401(k) available to employees as soon as administratively feasible after employment begins. Employees may choose from several investment options making contributions with pre-tax dollars, thus reducing their taxable income. As part of the discretionary match program, RCCH HealthCare Partners may match a specific portion of an employee's salary deferral contributions. When a discretionary match is made, it will be funded once per year, after the close of the plan year and audits are completed.

Discount Programs - Several discount programs are offered to employees including:

- Cell phone service through AT&T and Verizon
- AAA Membership
- Dell Computers
- Tickets at Work for discounted tickets to theme parks, attractions, shows, movies, etc.
- Corporate Shopping discounts for over 100 online retailers
- Local Movie Theatre discount tickets