

**MARSHALLTOWN MEDICAL SURGICAL CENTER
BENEFITS SUMMARY**

Benefit	Who Receives?	What is Received?
Insurance:		
- Health/Vision	All full-time and part-time (16 hours+) co-workers who apply and meet participation requirements.	Comprehensive major medical health insurance. Two health coverage options available. Vision coverage is available as part of health insurance or can be elected as vision only coverage.
- Dental	All full-time and part-time (16 hours+) co-workers who apply and meet participation requirements.	Comprehensive coverage to include diagnostic, preventative, basic, major and orthodontic services.
- Life	All full-time and part-time (16 hours+) co-workers	Basic life and accidental death/dismemberment insurance. Supplemental term and whole life coverage available for employee, spouse and dependents.
Time Away From Work:		
- Vacation	All full-time and part-time co-workers	Paid time off for rest and relaxation based on employment status and years of service.
- Holidays	All full-time and part-time co-workers	7 paid holidays including your birthday.
- Sick/Personal Days	All full-time and part-time co-workers	Paid time off for personal illness, family illness, appointments and personal business.
- Short Term Disability	All full-time and part-time (16 hours+) co-workers who meet eligibility requirements.	Partial wage replacement for medically certified illnesses, injuries, etc.
- Long Term Disability	All full-time and part-time (16 hours+) co-workers who meet eligibility requirements.	Partial wage replacement for medically certified disabilities.
- Bereavement Leave	All full-time and part-time co-workers	Paid time off in the event of a death in the immediate family.
Retirement Savings:		
- Pension Plan	All full-time and part-time co-workers who meet eligibility requirements.	MMSC contributes to an individual account in our group retirement plan for eligible employees.
- Group 403(b) Program	All full-time, part-time and call-in co-workers	Save money for retirement on a tax deferred basis through a pre-tax payroll deduction.
- Individual Tax Sheltered Savings	All full-time, part-time and call-in co-workers	Save money for retirement on a tax deferred basis through a pre-tax payroll deduction.
Employee Health:		
- Employee Assistance Program	All full-time and part-time co-workers	Confidential counseling service for co-workers and immediate family members
- Fitness	All full-time, part-time and call-in co-workers	On-site fitness equipment available for a nominal annual charge, YMCA/YWCA annual membership discounts
- Flu Shots	All full-time, part-time and call-in co-workers	Annual vaccination available at no charge.
- Health Examinations	All full-time, part-time and call-in co-workers	Employee physicals may be completed by a physician assistant every four years at no charge.
- Lab Tests	All full-time, part-time and call-in co-workers	Blood and urine test available annually through Employee Health.
Continued on next page		

**MARSHALLTOWN MEDICAL SURGICAL CENTER
BENEFITS SUMMARY**

Benefit	Who Receives?	What is Received?
Other:		
- Cafeteria	All full-time, part-time and call-in co-workers	Co-worker discounts on food and beverage items.
- Education Assistance	All full-time and part-time (16 hours+) co-workers	Reimbursement for tuition cost for approved courses.
- Flexible Benefit Account	All full-time and part-time co-workers	Medical and dependent care reimbursement programs allowing a reduced tax liability for qualifying expenses.
- Malpractice Insurance	All full-time, part-time and call-in co-workers	Coverage for your performance of assigned duties for MMSC.
- Prescription Drugs	All full-time, part-time and call-in co-workers	Discount for purchase of prescription drugs.
- Ticket Discounts	All full-time, part-time and call-in co-workers	Regional amusement park entry, periodic sporting events, etc.
Please refer any questions to a representative of the MMSC Human Resource Department.		
Pre-employment physical, essential functions test, drug urine screen, and adult/child abuse/criminal record background checks required		