BENEFITS IN BRIEF FOR
FULL TIME NON UNION SALARIED RESIDENTS

BENEFIT	SPARROW PAYS	YOU PAY	BENEFIT / ELIGIBILITY
Health Insurance	% of premium (SPHN 90% PHP 85% BCBS 80 %)	% of premium (SPHN 10% PHP 15% BCBS 20 %)	Effective on the first of the month following employment. Choice of (3) three plans: Sparrow Physicians Health Network, Physicians Health Plan or Major Medical Plan. SPHN rate requires participation in a wellness plan. Those not participating or who do not meet criteria will see an increase of 2.5% in their contribution amount. An Associate's spouse who has available insurance coverage must be covered by such coverage, provided the spouse's premium cost share under the spouse's available plan does not exceed $50 per month. Spouses would then be eligible to be covered by Sparrow's health plan as secondary insurance.
Health Opt Out	$50.00/month	No cost	Effective on the first of the month following employment. All Associates eligible for Sparrow health insurance who provide proof of having health insurance coverage through a source other than an entity wholly owned by Sparrow.
FlexCare Program	Administrative Fees	Voluntary Contributions	Opportunity for tax savings by paying for Health Care and/or Dependent Care expenses with pre-tax dollars. Voluntary participation is effective the first of the month following thirty (30) days of employment.
Dental Insurance	95% of cost for Assoc coverage 90% of cost for dependent cvg	5% of cost for Assoc coverage 10% of cost for dependent cvg	Effective first of the month following six (6) full months of employment. Choice of (2) two plans: Delta Dental Plan of Michigan or Midwestern Dental. *Associates who have flex credits are eligible for Midwestern Dental only, and pay the full cost. An Associate may waive their flex credits at the announced open enrollment period and would then be eligible for Delta Dental Plan and Midwestern Dental, at the rates indicated.
Vision	Full Cost for Associate Coverage	Remainder of monthly premium	Effective first of the month following six (6) full months of employment. If enrolled in a Sparrow dental plan, Associate will be automatically enrolled in the vision plan provided by EyeMed Vision Care. Associates may also cover dependents even if the dependents are not covered under a Sparrow dental plan.
Life Insurance	Full premium	No cost	Effective first of the month following six (6) full months of employment. Benefit equal to the amount of two (2) times Associate's base annual salary rounded to nearest thousand dollars.
Voluntary Life Insurance	No Cost	Full cost	Effective first of the month following six (6) full months of employment. Opportunity to purchase additional life insurance up to a maximum of 3 times your annual salary (not to exceed $500,000 combined), as well as spouse and dependent life insurance through payroll deductions.
Personal Days	Full cost	No cost	Residents are allowed two (2) personal days off in their first year and three (3) personal days off per year thereafter.
Vacation Days	Full cost	No cost	Refer to contract for details.
Workers Compensation	Full cost	No cost	Eligibility begins after a seven (7) day waiting period. Associate is entitled to a percentage of wage loss and all authorized medical treatment is paid beginning on the first day of injury.
Illness/Injury Income	Full cost	No cost	Effective first day of employment. 100% of base monthly earnings on the first day of illness or injury for up to 120 calendar days.
Long Term Disability	Full cost	No cost	Effective first of the month following six (6) full months of employment. 60% of base monthly earnings after a 120 day waiting period. Benefits are payable until the end of disability or age 65, whichever occurs first. You may purchase a policy to increase the amount to 66 2/3% of base monthly earnings. Contact HR for details.
Holidays	Full cost	No cost	Eligibility begins on employment date. Six (6) paid holidays per year. If a resident is on duty during a holiday, they may schedule an equivalent day off at another time, during the same rotation, with the approval of their Chief Instructor, Residency Director and the Director of Medical Education.
Bereavement	Full cost	No cost	Eligibility begins on employment date. Up to three (3) regular days for immediate family members.

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Continuing Medical Education	Full cost	No cost	Sparrow provides a CME allowance of $600 for first year residents and $1000 for each subsequent year. Residents will be reimbursed for CME expenses in accordance with hospital policy and subject to procedure established by the appropriate residency director. Unused CME funds at annual contract expiration are forfeited. The Human Resources policy on tuition reimbursement does not apply to residents.
Retirement Savings Plan 401(k)	3% Annual Contribution plus 50% Match up to 6%	Voluntary Contributions	Associates hired on July 1, 2007 and after will automatically be enrolled in the 401(k) Plan. SHS will match 50% on the first 6% of pay you contribute each pay period. In addition, SHS will automatically contribute 3% of your pay each year to your 401(k) account after you have reached one year of service, even if you do not contribute your own money.
Retirement Plan Defined Benefit Plan	Full cost	No cost	Associates hired prior to July 1, 2007, will begin participating in the plan on January 1 following age 20 ½. Vesting is 100% after five (5) years of credited service (1,000 hours per year) effective as of 1/1/88. Early retirement is a minimum of five (5) years of vesting at age 55. Normal retirement is a minimum of five (5) years of employment at age 65.
Tax-Deferred Annuity Program	No cost	Voluntary Contributions	Eligibility begins on employment date. Opportunity to save pre-tax dollars for retirement. Available through Sparrow identified providers.
Medical Discount	Partial cost	Remainder after 25% discount	Eligibility begins on employment date. Associates receiving outpatient or inpatient services at Sparrow Hospital will be eligible for a 25% discount on all Hospital billings not paid by insurance. This discount only applies to the Associate (does not apply to family members), excludes physician services, and does not apply to co-payments.
Pharmacy Discount	Partial cost	Partial cost	Eligibility begins on employment date for Associates and their immediate family members living in the same household. *Prescription and Over-the-Counter Medications*: *Prescription medication discount is equal to the acquisition cost of the product at the dispensing site, plus ten percent (10%) plus a five dollar ($5.00) dispensing fee. Over-the-counter medication discount is equal to the retail price less twenty percent (20%).*
Associate Health Services	Full cost	No cost	Eligibility begins on employment date. First aid, treatment for on-the-job injury or illness, and periodic health screening.
CARES Associate Assistance Program	Full cost	No cost	Eligibility begins on employment date. Confidential counseling for all types of personal problems.
Direct Deposit	No cost	No cost	Eligibility begins on employment date. Direct deposit available through any institution participating with MACHA.
Service Awards	Full cost	No cost	After 5 years of employment. Annual banquet and recognition awards.
Child Care	Partial cost	Cost after discount	Eligibility begins on employment date. Associate discount at Sparrow ChildTime Daycare Center.
Leave of Absence (Unpaid)	After 12 months of service and 1250 worked hours within past 12 months:		Family & Medical – Not to exceed 12 weeks
	After 6 months of service:		Medical – Not to exceed 12 months Child Care – Not to exceed 12 months Personal Education – Not to exceed 9 months Military Duty – Per applicable federal statute Other leaves – Refer to Human Resources Policy #340

Please Note: This is a summary of benefits and is not intended to fully describe the details of each benefit plan. Should any questions arise, the Insurance/Benefit Policies/Contracts in effect will take precedence. Sparrow reserves the sole and exclusive right to change, modify or terminate any Insurance Contracts/Plans at any time. Please contact your compensation and benefits representative at **517 364-5858, option 2**, if you have any questions regarding this summary or your benefits in general.