

BENEFITS AT A GLANCE

When you choose to be a part of the Silver Cross Family, you will be appreciated for your talent and contributions. We offer a competitive salary that recognizes high performance, knowledge and career experiences. Through our comprehensive total rewards program we support your **HEALTH**, **EMOTIONAL**, and **FINANCIAL** well-being. We provide you with the tools you need to advance your **CAREER** in an innovative and collaborative environment.

Benefit	Advancing your Health
Medical Insurance	Medical benefits are an important aspect of your overall total rewards package. At Silver Cross Hospital, we offer you the flexibility to choose what's right for you and your family. That's why we offer three PPO plans and one HMO plan, all administered through Blue Cross Blue Shield.
Dental Insurance	Dental care is essential to managing your health which is why you have the option to choose from two dentals plans, a PPO through Metlife or a DMO administered by Blue Cross Blue Shield.
Vision Insurance	Silver Cross offers vision care through VSP providing a full range of services including eye exams, an allowance toward glasses and/or contacts, lens coverage and savings on optional lens enhancements.
Flex Spending Accounts	Our flexible spending accounts allow you to reduce your taxable income by setting aside pre-tax dollars from each paycheck to pay for eligible healthcare and dependent care expenses.
Teladoc®	Teladoc® provides quality care to employees and their family 24/7/365 through the convenience of phone or video consultation. Teladoc is comprised of a national network of U.S. board-certified doctors and pediatricians.
Cancer Plan	The AFLAC Cancer Care plan is here to help you and your family better cope financially if a positive diagnosis of cancer ever occurs. The plan pays a cash benefit upon initial diagnosis of a covered cancer, with a variety of other benefits payable throughout treatment.
Critical Illness	Critical Illness insurance through AFLAC issues cash benefits directly to you providing the flexibility to help pay bills related to the treatment of a covered critical illness or everyday living expenses.
Crossroads to Health	Our award-winning wellness program "Crossroads to Health" helps employees achieve their wellness goals. The program offers free access to annual screenings, health coaching, fitness challenges & classes, educational seminars, online videos and more.

Benefit	Advancing your Finances
Retirement Savings	Silver Cross Hospital is committed to helping you save for retirement by providing a pre-tax program through Fidelity Investments. All employees are eligible to participate in the 403(b) plan with the ability to receive matching contributions up to 7%.
Short-Term Disability	Silver Cross offers a short-term disability plan at no cost to you after the qualifying period is met. The plan is intended to replace income for time lost, in the event you become disabled from an illness or injury.
Long-Term Disability	Our long-term disability plan with Sun Life Financial provides financial protection in the event you are unable to work due to a disability or illness that lasts more than 180 days. Employees have the option to buy additional coverage on an annual basis.
Basic Life Insurance	Silver Cross Hospital provides basic life insurance and AD&D through Metlife at no cost to you giving you peace of mind that your beneficiaries will be protected. Additional coverage up to 3x your salary is available at competitive rates.
Will Preparation	Will preparation is an important service that helps ensure your family's future should something happen to you. Hyatt Legal Plans, a MetLife company, provides eligible employees access to participating attorneys that will prepare or update a will at no charge.
AFLAC Short-term Disability	The AFLAC short-term disability plan issues cash benefits directly to you providing the flexibility to help pay bills related to recovery or everyday living expenses.
Cincinnati Life Insurance	Proper planning with life insurance can help you and your family avoid financial issues after the death of a family member. In addition to the group life insurance plan, you can purchase additional coverage for you, your spouse, children, and grandchildren.
Healthcare Associates Credit Union	Healthcare Associates Credit Union focuses on keeping costs down in order to provide above market savings rates, below market loan rates and less restrictive loan underwriting policies, saving members money.

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Benefit	Advancing your Career
Tuition Reimbursement	Silver Cross Hospital encourages continuing education for employees to maintain and improve their skills related to current or future career goals within the hospital. SCH offers up to \$3,000 on an annual basis for tuition reimbursement.
Scholarships and Grants	Scholarships and grants have been established to assist employees with their continuing education, certification, licensure, national conferences and seminars.
Free Continuing Education Opportunities	Silver Cross Hospital has been designated an "Approved Provider" of continuing nursing education for the past 25 years. Educational programs are provided to the employee at no cost and are conveniently offered onsite. Additionally, programs provide the required contact hours for nursing re-licensure and/or certification.
Process Improvement Training	Developing front line staff to increase efficiencies in organizational processes is critical to the hospital's success. Staff are identified by leaders or volunteer to participate in the program where application of lean practices are achieved.

Benefit	Advancing your Lifestyle
PTO Bank	Silver Cross recognizes that employees need time away from work. Our PTO program allows the flexibility to choose your time off for holidays or vacation, as well as unplanned absences or minor illnesses.
Employee Assistance Program	Silver Cross understands that some difficulties can become complex or overwhelming. That's why we offer counseling and referral services through Perspectives at no cost to you.
Employee Assistance Fund	The Employee Assistance Fund is available to help employees that are faced with a financial crisis. The fund assists employees with lost income due to major healthcare needs or life emergencies.
Employee Activities	The Employee Activities Council plans fun events for employees all year long, including ice cream socials, family outings to Bengtson's Pumpkin Farm and free turkeys at Thanksgiving.
Employee Discounts	Take advantage of employee discounts for various local events, on-campus dining or trips to Great America.
Fitness Center	Keeping employees healthy is a priority for Silver Cross Hospital, which is why the Employee Fitness Center is available and free to all employees.
Free Shuttle Service	Enjoy free shuttle rides to the employee parking lot rain or shine!

If you have any questions, please contact **Human Resources** at 815-300-7090.



SILVER CROSS
HOSPITAL

The way you *should* be treated.