

Carle Health PRN Team Member Benefits

Based upon PRN employment (A6 and A7 Status).

Well-Being

Benefit	Eligibility	Description	Team Member Cost
Employee Assistance Program (EAP)	Immediate	Free counseling and support services for you and your household members.	Carle Health pays the cost of this benefit.
Discounts	Immediate	Carle Health offers many discounts including: Cafeteria – Discounts vary by Carle Health location Carle Health Hearing Services – 20% discount on hearing aids Carle Health Medical Supply – 20% discount Carle Health Optical Shop – 50% discount on frames/lenses, 25% discount on contact lenses Cell Phone Discounts – discounts on Verizon, Sprint, and AT&T plans (see website for specific amounts) PerkSpot – only discount program free for employees that includes local and national vendors The Caring Place – 10% discount on services Other discounts available online via CLICK > Human Resources > Employee Discounts!	Carle Health provides these benefits at no cost.
Employee Events	All Team Members	Employees can participate in events throughout the year such as employment anniversaries, Employee Appreciate Week, holiday meals, Turkey Toss, and department events.	Carle Health provides these benefits at no cost.

Retirement

Benefit	Eligibility	Description	Team Member Cost
<p>Retirement Plans</p> <p>Three Features</p>	<p>Immediate team member deferrals</p>	<p>401(k)/403(b) Plan A pre-tax contribution by the participant that grows tax-deferred in a defined contribution plan (subject to annually published limitations). Eligible participants can defer immediately up to 95% per pay subject to IRS limitations.</p> <p>Roth 401(k)/403(b) An after-tax contribution by the participant that grows tax-deferred in a defined contribution plan (subject to annually published limitations). Eligible participants can defer immediately up to 95% per pay subject to IRS limitations.</p>	<p>No cost to team members. If no action is taken, team members will be auto-enrolled at 3% pre-tax contribution per pay period after 30 days of employment, and auto-escalated at 1% increase in pre-tax contributions each year up to a maximum of 6% unless opted out.</p>
	<p>Begins the next January 1 or July 1 after a team member has 1 year of employment, 500 hours and is at least age 21.</p>	<p>Employer Match Carle Health matches up to 2% of each team member’s eligible contribution, per pay period, up to the IRS compensation maximum.</p> <p>Eligible participants must be deferring at least 1% of pay in the 401(k)/403(b) for the match to be effective. The contribution has immediate vesting.</p>	<p>Carle Health pays the cost of this benefit.</p>
	<p>Must be 21, have 2 years of service and 500 hours at January 1 or July 1 of the plan year.</p>	<p>Employer Discretionary Annual Contribution Carle Health may contribute up to 5% of eligible compensation. Current law places a limit on annual compensation that may be counted for retirement plan contributions. An array of investment funds is available for selection. If you do not elect an investment option, a default option will be chosen based on your birth year and expected retirement date.</p> <p>Distributions and gains on participant’s accounts are taxable in the year in which they are received in accordance with the Internal Revenue Code.</p>	<p>Carle Health pays the cost of this benefit.</p>