

# Associate Benefits

Thompson Health is an Equal Opportunity Employer and offers employment opportunity to all persons without regard to age, sex, race, creed, religion, color, national origin, military status, disability, genetic predisposition or carrier status, sexual orientation or marital status. Applicants will be considered on the basis of training, experience, their ability to meet the requirements of the job and their commitment to uphold the values of Thompson Health.

More than 1,300 Associates work at Thompson Health. We refer to our colleagues as Associates rather than employees because they are our partners on the way to excellence. Only through partnership and working together can we achieve our vision. Our main campus is in Canandaigua, N.Y., with several other locations throughout the Finger Lakes area.

This benefits brochure is intended only as a summary. More detailed information is available in the plan documents or by speaking with an Associate Services/ Human Resources representative.

Benefits available for full- and part-time Associates include medical and dental insurances, Flexible Spending Account (FSA), Health Savings Account (HSA), paid time off (PTO), a pension program, a matching 403b retirement program, professional development fees, generous tuition assistance, shift differential pay and company-paid life insurance/AD&D.

## EMPLOYMENT CATEGORIES

- Full-time is at least 70 hours or more in a two-week period
- Part-time is between 40 and 70 hours in a two-week period
- Time As Reported is regularly scheduled to work less than 40 hours in a two-week period
- Per Diem is hired to work on an irregular, call-in basis, less than 40 hours in a two-week period

**THOMPSON**  
HEALTH

An Affiliate of the  
**UNIVERSITY OF ROCHESTER**  
MEDICAL CENTER



F.F. Thompson Hospital is an ANCC Magnet designated hospital for nursing excellence.



**Commitment**  
**Action**  
**Respect**  
**Excellence**  
**Service**

**...In all that we do**

For further information contact:

Associate Services  
350 Parrish Street  
Canandaigua, NY 14424

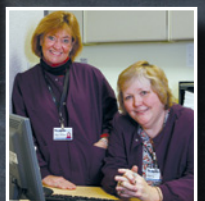
Phone: 585-396-6680  
Fax: 585-396-6480

Email: [careers@thompsonhealth.com](mailto:careers@thompsonhealth.com)  
[www.ThompsonHealth.com](http://www.ThompsonHealth.com)

**THOMPSON**  
HEALTH

An Affiliate of the  
**UNIVERSITY OF ROCHESTER**  
MEDICAL CENTER

# Associate Benefits



Associate Services

## BASIC SPONSORED BENEFITS

---

### Medical Insurance

Available the first of the month after hire. Thompson offers health plans through Excellus BlueCross BlueShield of Rochester and contributes a portion of your monthly premium.

### Dental Insurance

Available for a nominal premium the first of the month following six months of service. Family and single plans available.

### Employee Assistance Program (EAP)

Available immediately to all Associates. This confidential program offers professional counseling services free of charge to assist Associates and their families with life issues.

### Flexible Spending Account (FSA)

Available the first of the month following six months of service, an FSA is an account set up to reduce your taxable income. Pre-tax dollars are set aside for you to use for medical, dental and/or dependent care expenses.

### Health Savings Account (HSA)

When coupled with the Thompson Health sponsored High Deductible Health Plan (HDHP), a pre-tax contribution by Thompson Health (annual amount based on coverage type) is funded into this account, along with any personal contributions/deposits. Maximum funding limits are set annually by the IRS, and funds can be used for qualified medical and/or dental expenses in current or future years.

### New York State Disability

NYS pays 50% of your weekly earnings, up to a maximum of \$170/week, for a non-work-related injury starting on the eighth calendar day of disability.

### Paid Time Off (PTO)

Time is used for holidays, sick time and vacation. Time is accrued each pay period based on hours and position worked. Increases are available at designated anniversary dates.

### Pension Program

Thompson funds a pension plan, at no cost to you, with vesting after three years of working a minimum of 1,000 hours/year.

### 403(b) Pre-tax Retirement Program

Available immediately, you may choose to have a portion of your wages (up to \$17,000 in 2012) placed in our 403b plan. Age 50 and over can contribute \$5,500 extra in 2012. Employer matching contributions are made after you have been employed for one year and 1,000 hours.

### Professional Development

With management approval, we pay the cost of memberships in a technical or business organization beneficial to your position. We also cover the costs of progressive training and seminars.

### Tuition Education Assistance

Available immediately, we encourage Associates to continue their learning experience.

- Full-time (FT) can receive up to \$3,000 per year
- Part-time (PT) can receive up to \$1,500 per year

Pre-payment is available after three years of consecutive FT/PT service prior to start of course.

### Shift Differential Pay

We pay additional wages to Associates who work the evening, night and weekend shifts.

### Company Paid Life Insurance/AD&D

The first of the month following a three-month wait, we provide insurance equal to one times current annual salary or wage for all full- and part-time Associates. Basic annual earnings do not include commissions, bonuses, overtime pay or any other extra compensation.

## VOLUNTARY INSURANCES

---

*Available the first of the month following a three-month wait, unless otherwise noted. Payroll deduction is available.*

### Auto/Homeowners

Available at any time, all Associates can receive discounted insurance rates on auto, homeowners or renters insurance through MetLife (available without a wait period).

### Cancer Insurance

This plan through AFLAC is designed to supplement your existing medical insurance and help with the unexpected costs of cancer care.

### Long-Term Disability

This plan provides coverage for 60% of your missed wages when you have been unable to work beyond 26 consecutive weeks. Your premiums will be based on your age and base earnings and the plan picks up where the optional short-term disability plan ends. No medical questions are asked if you sign up within 90 days of your employment or change to benefit eligible status.

### Short-Term Disability

This plan integrates with NYS disability to provide 60% of your base weekly earnings after a 14- or 30-day elimination period has been met. Benefits are provided for up to 26 weeks of a disability. Your premiums will be based on your age and earnings. No medical questions are asked if you sign up within 90 days of your employment or change to benefit eligible status.

### Voluntary Term Life

You may purchase up to \$100K additional insurance for you, \$25K for your spouse, and \$4K for your children. Premiums are based on the amount of insurance you want to buy and your age. No medical questions are asked if you sign up within 90 days of your employment or change to benefit eligible status.

### Permanent Life Insurance

The permanent life insurance product accumulates cash value at a pre-determined interest rate and may earn dividends on an annual basis. Premiums are based on the age of insured and amount of insurance purchased.

## ADDITIONAL BENEFITS

---

### Banking

Canandaigua National Bank (CNB) has a workplace account available, over 20 branch locations and two on-site ATMs. Reliant CCU has nine convenient branch locations for use by our Associates. Both offer competitive interest rates on loans and the convenience of mobile banking.

### [www.RARES.org](http://www.RARES.org)

### (Rochester Area Recreation and Employee Services)

Using a membership access card or pre-paid tickets, all Associates and volunteers have access to more than 150 companies offering over 400 discounts on items such as car washes, theme park and movie tickets, sports events and travel.

### Cafeteria, Central Store and Pharmacy

Discounts provided at these three areas within Thompson Health.

### Fitness Center

Cardiac Rehabilitation is available during patient off-hours for use as a free fitness center for all Associates.

### Hospital Usage

If you are admitted to Thompson Hospital, we will pay the difference between a private and semi-private room (if one is available) and pay for telephone and TV. Discount is available to all Associates after 90 days of employment. Contact the Business Office at ext. 6511 for further clarification.