

2014 Employee Benefits

DECEMBER 31, 2013

Human Resources

Revised: February 25, 2014



2014 Employee Benefits

LifeGift Organ Donation Center recognizes that our employees are our most valuable resource and that your dedication and hard work are vital to our continued growth and success. We also recognize that employee benefits play a vitally important role in helping to ensure the health and financial security for you and your dependents. Providing you with one of the top benefit packages available in our industry is just one of the ways we reward you for your contribution.

LifeGift Organ Donation Center provides you with a comprehensive, affordable and flexible benefits package allowing you to design your benefits program to meet your personal and professional goals, plus a variety of medical, dental and other benefit options that provide the coverage that best fulfills your needs.

Eligibility for medical, dental, vision, and indemnity benefits starts on your first day of employment.

LifeGift sponsored benefits provided to employees (if applicable, their dependents) include:

- Life
- Accidental Death and Dismemberment
- Long Term Disability
- Employee Assistance Program (EAP)
- Defined Contribution Plan

Optional LifeGift benefits co-sponsored by LifeGift and eligible participating employees include:

- Medical
- Dental

Employee sponsored optional LifeGift benefits include:

- Vision
- Supplemental Life Insurance
- Short Term Disability
- Flexible Spending Account
- 403(b) Annuity (Retirement Savings)

Compensation

LifeGift Organ Donation Center competitive pay includes an overall compensation package that may include a combination of the following:

- Base pay
- Performance and merit rewards
- Differential pay as appropriate (shift, on-call, etc.)

Time Off and Leave

A generous work-life balance leave program includes a combination of the following, depending on employment type:

- Vacation
- Sick
- Holiday (9 paid)
- Family and Medical Leave
- Parental Leave
- Military Leave
- Bereavement and Jury duty
- Tenure Recognition Awards
- Attendance Recognition Awards
- Flexible Scheduling for certain positions

Medical, Dental, and Vision Benefits

LifeGift pays a portion of the medical plan premium for both employees and dependents. Insurance selections for employees and eligible dependents are effective on the date of hire. Employees may choose from a variety of plans including:

- Medical Insurance
- Prescription Drug Plan
- Dental Insurance
- Vision Coverage

Indemnity Benefits

- Life Insurance
- Accidental Death & Dismemberment
- Voluntary Life Insurance
- Long Term Disability
- Short Term Disability

Employee Assistance Program (EAP)

A program to assist all employees (including immediate family members) with personal and work-related stresses and issues. Services are strictly confidential and provided at no cost to our employees.

Retirement Options

LifeGift offers a generous 403(b) plan which matches \$.50 cents on the dollar up to 6 percent of eligible pay. All LifeGift employees are immediately eligible to make pre-tax voluntary contributions and receive company matching funds, which vest on a five-year schedule. LifeGift also offers a defined contribution plan for eligible employees.

Flexible Spending Accounts

Employees may contribute using flexible spending accounts to direct a portion of pre-tax salary to pay for qualifying Medical and Dependent Care expenses.

Tuition Assistance

After 12 months of continuous employment, the Tuition Assistance Program provides limited, non-taxable, reimbursement to qualified employees for undergraduate or graduate tuition, books, and required fees.

Health and Wellness Programs

LifeGift is committed to an organizational culture that promotes wellness through healthy lifestyles that enhance the quality of life for our staff. Various programs help support this culture, including, but not limited to:

- Smoking cessation
- Health screenings
- Wellness and Nutrition counseling
- Weight Management programs
- Discounts to various local fitness centers

Community Involvement

LifeGift is committed to supporting our community through Hope. LifeGift employees, volunteers, donor families, donor recipients and their families often participate in a variety of community events on behalf of LifeGift and Organ Donation.

Actual coverage described in the official insurance policy or summary plan description will prevail if there is a conflict in terms. Benefits are continually reviewed and may be changed or terminated at any time at the organization's sole discretion.