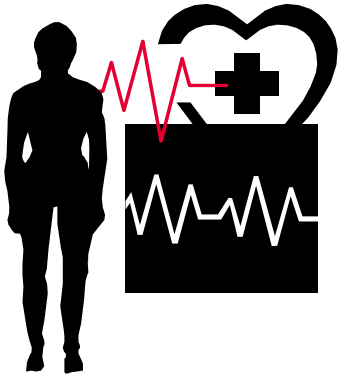


Mission

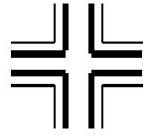
Perry Memorial Hospital provides exceptional, compassionate healthcare and medical services in Noble County and outlying areas.

Vision

Perry Memorial Hospital will become the first choice for health care services for those we serve.



*** We believe this benefit guide answers the most often asked questions about our personnel policies and benefits. It is not meant to be a contract and is subject to change without notice.**



Perry Memorial Hospital

We Hire For A “Good Heart”

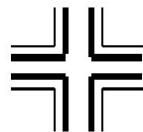
Having a “Good Heart” is being someone who is willing to make a commitment to live our Care Values.

Care Values

- C - Care with COMPASSION*
- A - Always displaying a POSITIVE ATTITUDE*
- R - Remembering to be both RELIABLE & RESPECTFUL*
- E - Exemplifying strong ETHICAL values at all times*

CARE Values

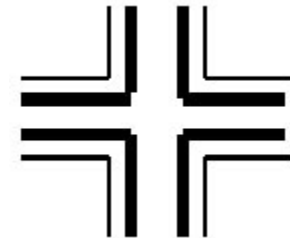
The purpose to the CARE Value’s Committee is to identify a group of PMH Team members who will make recommendations to the Administrative Team of PMH for changes in our organization which will better foster the hospital’s CARE Values.



Perry Memorial Hospital

Caring People... Caring for People

Employee Benefit Plan



501 14th Street

Perry, OK. 73077

580-336-3541

www.pmh-ok.org

Medical Insurance

Health Insurance (Health Choice) may be purchased by the employee. Perry Memorial Hospital pays 75% of employees cost and 60% of employee's spouse or dependents. Coverage begins the first day of the month following completion of 60 days of service.

Life Insurance

\$20,000.00 life insurance policy with a accidental death and dismemberment of \$20,000.00 will be paid by PMH with no expense to full-time or part-time employees with benefits. *Additional supplemental life insurance is available at employees cost.

Retirement Plan

Employee's retirement plan (AUL) is a defined contribution plan. PMH will match up to 2% of eligible employee's contribution. (after completing one year of service). A 1% contribution is mandatory, however, the employee may elect to contribute up to \$16,500.00 or \$22,000.00 if over the age of 50.

Flex Spending (125 Cafeteria Plan)

Health care and dependant care expenses. If you participate, you will elect to have a specified amount of pretax money deducted from your paycheck each pay period and placed in a reimbursement account. After you submit a receipt for a qualifying health care expense, you will be reimbursed from this account. If you are interested in paying less tax dollars and increasing your take home pay, then this plan is for you. This is how it works. You estimated your eligible expenses and agree to reduce your salary by the amount of those expenses. The money is taken out before taxes are calculated. Since you reduced the taxable amount of salary, you increase your take home pay.

PMH EMPLOYEE BENEFIT PLAN

Paid Time off (PTO)

This may be used for vacation, holidays, bereavement and first day of illness.

Full Time - Years of Completed Service

Upon hire thru 5th year	5.54 hrs biweekly
6th year thru 10th year	7.08 hrs biweekly
11th year and thereafter	8.62 hrs biweekly

Part-time - Years of Completed Service

Upon hire thru 5th year	2.77 hrs biweekly
6th year thru 10th year	3.54 hrs biweekly
11th year and thereafter	4.31 hrs biweekly

Holidays

The following holidays are paid at time and a half if worked by a full-time or part - time employee with benefits. New Years Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, and Christmas. Holidays are included as part of your PTO calculations.

Voting Time, Jury Duty & Blood Donating

Regular wages for time spent serving on jury duty, voting and donating blood. Refer to specific policy.

Continuing Education

Payment for continuing education available upon approval by CEO and commitment to bring newly acquired knowledge, skill and abilities to enhance the services provided by Perry Memorial Hospital.

Service Awards

Recognition for full-time and part-time employees with benefits, with 5, 10, 15, 20, 25, 30, and 35 years of continuous service.

Optional Insurance Plans

Dental, Vision, Supplemental Life and Dependent Life are available at the employee's expense.

Major Medical Leave

Full Time Employees receive 96 hours per year with a maximum of 480 hours.

Part Time Employees with 24 or more hours receive 48 hours per year with a maximum of 240 hours.

Employees can request use of Major Medical Leave after completing a waiting period of 90 days from the date they become eligible to accrue benefits. Major Medical Leave may then be used beginning on the second day of illness. Employees will be eligible for major medical leave usage on the first day of illness only if the Major Medical Leave has a balance of 240 hours or more, or if illness results in hospitalization or surgical procedure. After 3 days of illness employees must supply a doctors note.

Hospital Discount

Eligible employees and their immediate family members receive 25% off employee's portion of inpatient services and 50% off outpatient services, after insurance has been filed and any qualifying payments have been applied against the account balance. Payroll deduction available. Employees have 30 days after receiving their first statement to be eligible for the discount.

Cafeteria Discount

Employees will receive 50% and their immediate family will receive 25% of the cost of meals while the employee is working. Coffee and tea are free. Payroll deduction is available.

Purchasing Discount

Supplies can be purchased at cost plus 15% for items ordered through "Stores" for regular employees only, (office or medical supplies). Payroll deduction available.

Employee Assistance Program

Professional counseling services for employees and family member. Confidentiality ensured.