

Benefits working for you

From health and dental to life insurance and retirement, Carle Clinic offers benefits that meet your needs and those of your family. Below is an overview of benefits available at Carle Clinic. This list does not cover all benefits. Individual benefit programs may vary depending on employment status.

Health

Our PPO health plan provides comprehensive coverage, including a tiered prescription plan, routine eye exams and other preventive wellness benefits. Carle Clinic pays up to 80 percent of premiums for full-time employees.

Dental

Our dental plan allows you to see a dental provider of your choice. Charges are covered at 100 percent, 50 percent or 20 percent of the usual and customary charges, depending on the type of service.

Life insurance

Carle Clinic provides basic life insurance coverage. You may also choose to purchase additional coverage for yourself, your spouse, your domestic partner and eligible dependent children.

Paid leave

Carle Clinic offers eligible employees time off with 100 percent of base pay by using paid leave hours. Paid leave accrues immediately upon your hire date and is available after three months.

Reserve account

Eligible employees who are hospitalized, have outpatient surgery, or have chronic or recurring illness may use reserve account hours and receive 100 percent of base pay.

Disability

For long periods of disability, Carle Clinic offers coverage to eligible employees after three years of employment. Disability coverage is 60 percent of your base pay. Carle Clinic pays for 100 percent of the premium.

Holidays

Carle Clinic observes New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas, and a half day on Christmas Eve. Eligible employees receive holiday benefits immediately upon hire.

Other time off

Other time off benefits include funeral leave and jury duty pay.

Retirement 401(k)/Roth 401(k) Employees (age 18 and over) are eligible for a pre-tax payroll deduction to save money for retirement through a voluntary 401(k)/Roth 401(k) account. Employees can choose investment accounts that complement their investment strategy. Carle Clinic contributes up to 7 percent to your retirement savings.



Flexible spending

Eligible employees have the opportunity to enroll in a flexible spending account that allows you to pay for medical and/or daycare expenses before taxes. Debit cards are available for your convenience.

- **Health care spending account** – Allows you to set aside up to \$4,000 to cover out-of-pocket medical expenses for you and your eligible dependents.
- **Dependent care spending account** – Allows you to set aside up to \$5,000 to cover daycare expenses for eligible dependents.

Domestic partner benefit

To provide an overall benefit package that is competitive and valuable to our employees, Carle Clinic offers domestic partner benefits as part of our employee-centered benefit plans.

Tuition reimbursement

Full time employees are eligible for up to \$2,000 per year, and part-time employees are eligible for up to \$1,000 for tuition and fees reimbursement (except health insurance and books,) eligibility rules apply.

Employee assistance program (EAP)

Carle Clinic offers an Employee Assistance Program for short-term, confidential counseling to all employees and their household members at no cost. EAP counselors can help with relationship conflicts, emotional stress, alcohol and substance abuse, workplace problems, financial issues and more.

Other benefits

- Better Health by Choice
- Direct deposit
- Credit Union
- Free employee parking
- Employee activities
- Continuing education and training
- Discounts at Carle businesses - RxExpress Pharmacy, Carle Medical Supply, Carle Optical Shop and Carle Clinic Weight Management

We are proud of the benefits offered to our employees, and we constantly strive to improve our benefits package to meet the changing needs of our dynamic workforce.

**For more information, call
Carle Clinic Human Resources
at (217) 383-3238.**

