

**Mountainside Hospital – Benefits At-A-Glance: Residents**

<b>Benefit</b>	<b>Eligibility</b>	<b>Brief Description</b>
Medical Plan	Upon Hire	<ul style="list-style-type: none"> <li>◆ HORIZON BLUE CROSS PPO Plan</li> <li>◆ Two Options \$500 and \$1,500 deductible</li> <li>◆ Large provider network including Mountainside Hospital IPA.</li> </ul>
Dental Plan	1st of the month following 1 year of service for employees regularly scheduled to work 36 hours or more weekly.	<ul style="list-style-type: none"> <li>◆ Delta Dental PPO Plan</li> <li>◆ Two coverage options</li> </ul>
Prescriptions	Upon Hire	<ul style="list-style-type: none"> <li>◆ Large provider network</li> <li>◆ Mail order prescription service.</li> </ul>
Vision Plan	Upon Hire	<ul style="list-style-type: none"> <li>◆ Included in the HORIZON BLUE CROSS medical plan.</li> <li>◆ Coverage for exams and discounts on glasses and contacts.</li> </ul>
Voluntary Benefit: Accidental	Upon Hire	<ul style="list-style-type: none"> <li>◆ Two options</li> <li>◆ Level One \$500 and Level Two \$1,000</li> </ul>
Voluntary Benefit: Critical Illness	Upon Hire	<ul style="list-style-type: none"> <li>◆ Coverage is through HUMANA</li> <li>◆ There are two options a \$10,000 and a \$20,000 and rates are based on age and if you are a tobacco user or a non-tobacco user</li> </ul>
Life Insurance	Upon Hire	<ul style="list-style-type: none"> <li>◆ Two times employee's annual salary.</li> <li>◆ 100% paid by Mountainside Hospital.</li> </ul>
Supplemental Life Insurance	1st of the month following 3 months of service for employees regularly scheduled to work 36 hours or more weekly.	<ul style="list-style-type: none"> <li>◆ Employees may elect coverage up to five times their annual salary.</li> <li>◆ 100% paid by employee</li> </ul>
Short Term Disability	Upon Hire	<ul style="list-style-type: none"> <li>◆ New Jersey State Disability Program.</li> <li>◆ Automatic enrollment for employees.</li> </ul>
Paid Time Off (PTO)	Upon Hire	<ul style="list-style-type: none"> <li>◆ 23 Days</li> </ul>
Holiday	<p>Days Off (comp days)</p> <ul style="list-style-type: none"> <li>◆ For holidays worked by a House Officer will be scheduled at the discretion of each program director</li> </ul>	<ul style="list-style-type: none"> <li>◆ 6 Legal Holidays: New Year's Day, Memorial Day, 4<sup>th</sup> of July, Labor Day, Thanksgiving Day, and Christmas Day.</li> </ul>
Extended Illness Bank (EIB)	Upon Hire	<ul style="list-style-type: none"> <li>◆ 9 days of accrued time off</li> <li>◆ May be carried over into the next calendar year up to a maximum of 975 hours.</li> </ul>
Flexible Spending Account (FSA)- Health Care	1 <sup>st</sup> of the month following 3 months of service for employees regularly scheduled to work 22.5 hours or more weekly	<ul style="list-style-type: none"> <li>◆ Tax free dollars used to pay for expenses not covered under the medical plan.</li> </ul>
Flexible Spending Accounts (FSA) – Dependent Care	1st of the month following 3 months of service for employees regularly scheduled to work 22.5 hours or more weekly.	<ul style="list-style-type: none"> <li>◆ Tax free dollars used to pay for dependent care services.</li> </ul>

Employee Assistance Program (EAP)	Upon Hire	◆ Enables employees and/or family members to obtain help for a variety of personal issues.
Direct Deposit	Upon Hire	◆ Convenience and security of directly depositing paychecks into personal bank accounts.
On-Site Day Care	Upon Hire; based on availability.	◆ Child care provided on-site at competitive rates.
On-Site Exercise Center	Upon Hire	◆ Exercise on-site at competitive rates.

**12/12/11**