

# Additional Benefits and Time Off

## Additional Benefits

Milford Regional offers additional plans and programs to provide support for employees.

### 403(b) Partnership Retirement Plan

Milford Regional offers the 403(b) Partnership Retirement Plan with pre-tax and Roth contribution options to help you save for your financial future. You are eligible to participate immediately on your hire date, and after one year of service, Milford Regional will provide a matching contribution of 100% of the first 3% you contribute.

### Tuition Reimbursement

Eligible employees can receive reimbursement for tuition and related fees for job-related courses taken at a college, university, or technical school. Full-time employees may be reimbursed up to \$2,000 per year, and part-time employees up to \$1,500 per year.

### Education Program

Continuing education is central to our mission—ensuring that we have qualified caregivers. All employees are eligible for required vocational in-services, and optional learning opportunities are also available.

### Employee Health Services

Employee Health clinicians offer pre-placement exams, immunization review, and many recommended immunizations free of charge to employees. The clinicians also promote employee well-being and safety by offering prevention and treatment of work-related injuries, and encouraging health promotion activities.

### Adoption Benefit

Eligible employees may be reimbursed up to \$3,000 per adoption per calendar year for eligible expenses.

### Employee Discounts

Employees have access to discounts from Verizon Wireless, as well as travel and entertainment discounts through Working Advantage.

## Paid Time Off

It's important to take time away from work to rest and recharge, or if you are sick. Paid Time Off includes Earned Time (ET) for holidays, vacations, sick days, and personal days, and is accrued by eligible employees scheduled to work 24 or more hours per week. Eligible part-time employees accrue Earned Sick Time.