



Summary of Employee Benefits – TH provides a competitive full-benefits package to all employees working 18 hours or more per week.

Benefits marked with an asterisk (*) are available to all TH employees, regardless of hours worked.

For more information please contact Human Resources at 608-372-2181 or hr@tomahhealth.org

401k Plan	Employees are eligible to participate in a 401(k) plan through Mass Mutual. The employee can contribute up to the IRS allowed limit per year of their gross earnings. Tomah Health matches 100% of the first 3% and 50% of the following 2%. To retain the employer contribution, the employee must work 1,000 hours each year. Employees self-direct the investment of their contributions in either a 401(k), Roth 401(k) or both.
Accounts Receivable Discount*	Any account balance after insurance payments have been received is eligible for a discount. All employees, spouses and/or dependents receive a discount on services provided by TH.
Bereavement Leave	Employees may receive up to three scheduled work days off to attend to the necessary arrangements for and attend the funeral of an immediate family member.
Cell Phone*	All TH employees are eligible to receive a discount on phone service plans through Verizon Wireless.
Dental Insurance	Single, single +1 and family coverage is available.
Educational Programs	<p>Employees may apply for and receive continuing education money through the Educational Grant and Tuition Reimbursement programs. Education needs to be health related and for career advancement.</p> <p>Employees must have completed 1040 hours of work at the hospital to be eligible and must be working at least an average of 40 hours per pay period to qualify.</p>
Employee Assistance Program (EAP)*	<p>All employees are eligible for EAP, which can include:</p> <ul style="list-style-type: none"> Access to services 24 hours per day, 7 days per week Counseling sessions, either face-to-face or by telephone Chemical use assessments Legal and financial assessments and referral Unlimited access to a wealth of web based resources Over-the-phone language interpretation services



Tomah Health

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Fitness Program*	All employees are eligible to use exercise equipment and machines in our Cardiac Rehab and Rehab Services departments during non-patient care hours. Both areas require that you schedule an in-service pertaining to the use of the equipment.
Flexible Benefit Plan	A Flexible Benefit Plan is a pre-tax payroll deduction plan that allows employees to set aside dollars for eligible insurance, medical, dental, optical and daycare expenses before Federal, State and Social Security taxes are applied. The effect is a reduction of taxes paid which results in an increase in employee's spendable income.
License/Certification Reimbursement	TH will reimburse required employee licensures/certifications for all employees for whom Tomah Health is their main place of employment. TH reserves the right to recoup any reimbursed license fees should an employee terminate employment.
Life and Accidental Death and Dismemberment Insurance	Employees receive basic life insurance coverage in the event of an accidental death. Additional life insurance and spouse/child coverage may be purchased
Long Term Disability	Long Term Disability benefits are an optional benefit that is only available during initial employment or during special enrollment periods. Human Resources will notify all employees of special enrollment periods.
Medical Insurance	Single and family medical coverage is available. Employees can choose between plans with a higher premium or plans with a higher deductible.
Paid Time Off (PTO)	PTO is earned on the basis of hours worked and years of service, and the PTO accrual includes vacation, holidays and personal time all in one bucket for employees to use when desired. PTO begins to accrue upon employment and can be used as it is accrued.
Short Term Disability	Short-term disability is a no cost benefit to employees.
Vision Insurance	Single, single +1 and family coverage is available with both full-service and materials only plan.