

Your 2018 Total Rewards Summary



Total Rewards at Akron Children's Hospital

While cash compensation is the centerpiece of most rewards packages, rewards for Akron Children's employees go far beyond their salaries. Employees receive a number of valuable benefits in addition to their regular pay. This combination of compensation and benefits is often called *Total Compensation*.

Yet the hospital realizes that employee recruitment and retention are motivated by more than compensation and benefits. Work-life, recognition and career development programs are equal, if not more important, factors. At Akron Children's this combination of compensation, benefits, work-life, recognition and career development comprise our *Total Rewards*.

For more information, visit the [myKidsnet/HR](https://www.aakids.net/HR) site.

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Akron Children's culture is special and differentiates us from other organizations. Our culture is no accident and is grounded in our heritage and tradition of service above self. Our promises to treat each child as our own, to treat others as we would want to be treated and turn no child away regardless of ability to pay, have stood the test of time and are much more than words.

We are successful because of our shared sense of mission. Knowing that every day we can make a difference in someone's life is a powerful and enriching feeling.

Our employees are our #1 resource. Just as Children's is dedicated to providing the best possible care for our patients, we are also committed to supporting our people — both on and off the job — for the immeasurable role they play in ensuring a bright future for the children and families who look to us for care.

In knowing that we are helping others, all of us will experience rich rewards.



Bill Considine
Chief Executive Officer

An Overview of Your Total Rewards

Your Total Rewards package includes compensation, benefits and other programs that support your career development and personal well-being. Our total rewards program is designed to meet the diverse needs of our employees. This guide highlights the valuable benefits available to you. As you review the booklet, you'll see links to additional resources for details. If you have questions about your benefit plans, send an email to benefits@akronchildrens.org.



"The people I work with are extraordinary. They are compassionate and dedicated to what they do. There's a camaraderie in the office. You know you're not alone, that if you need help, there's somebody to back you up."

— Monica
Research Coordinator

Compensation at Akron Children's

Akron Children's Hospital strives to provide a total compensation package that:

- Is market competitive
- Enables Children's to recruit, retain and reward high performing, motivated staff
- Supports our employees' commitment and drive to carry out the hospital's mission, organizational strategies and values

To ensure fair and equitable compensation for employees, Children's reviews market data annually and more often, as needed. Relevant experience is also taken into account when calculating compensation. The hospital's leadership budgets increases based on affordability and market competitiveness.

Akron Children's is committed to transparency through ongoing communications pertaining to its compensation program.

Take Your Place in Our Family

Since our beginnings as a day nursery in 1890, Akron Children's has had one big mission: to treat every child as our own. Carrying out this mission for more than 127 years has led us to become the largest pediatric healthcare system in northern Ohio. More important, it has allowed us to make countless memories, friendships and connections — with our patients, their families, our co-workers and the communities we serve. And that's something we celebrate each and every day.

Rewarding YOU

Your personal well-being, both on and off the job, is a priority at Akron Children's. That's why we go above and beyond to take care of you, so you can take care of the children and families we serve.

Working at Akron Children's is more than a job . . . much more. Here you're part of a family — a family that supports and encourages you as you strive to make a positive impact on others. It's a unique environment filled with enthusiasm, camaraderie and the joys of serving children, families and our communities.

Our Total Rewards offerings go well beyond compensation and traditional employee benefits. In addition to market-competitive compensation and comprehensive health, retirement and related benefits, we offer wide-ranging work and family programs, as well as superior education assistance and career development programs. We encourage you to take advantage of our programs that promote healthier living — physically, mentally and financially — for you and your family.

At Children's, we also recognize and appreciate the extraordinary support we receive from the communities we serve. That's why we provide a multitude of opportunities for our employees to give back to our communities throughout the year.

The most rewarding aspects of your day at Akron Children's Hospital are often the simplest — when you spark a smile in the hallway or hold a hand during a medical procedure. Our goal is to support and reward you for all you do to help us fulfill our mission.

Paid Time Off

We all need time off to relax, take vacations, celebrate holidays and take care of personal business. Children's understands that time away from work helps you maintain a strong work/life balance. Paid Time Off (PTO) can be taken for vacations, holidays, illness and personal emergencies.

Your PTO hours are earned and accrue based on your job classification, date of hire, years of service, and the number of hours you've been paid. Accrual rates increase at three, six, 13 and 18 years of service.

Examples of PTO Accrual

The following table shows PTO accrual based on one year of service.

	Hours Worked	PTO Accumulated
Full-time non-exempt and all exempt	2,080 hours (40 hours per week)	160 hours
Part-time non-exempt	1,248 hours (24 hours per week)	48 hours
Full-time and part-time management	2,080 hours (40 hours per week)	200 hours

Career Development

Akron Children's Hospital's goal is to provide resources that will support an employee's career choice or career advancement. Children's encourages employees at all levels to advance their careers by using a multitude of opportunities, pathways and resources available to them:

- Career Coaching: One-on-one career coaching sessions are available to you to begin exploring career opportunities or researching academic programs that align with your career goals.
- Career Resources:
 - Choosing a major and career path
 - How to write a resume and cover letter
 - Interview preparation and strategies. Schedule a mock interview.
 - Graduate school preparation
 - Professional career development strategies and pathways
- Events/Workshops:
 - Annual Education Expo
 - Myers-Briggs Type Indicator (MBTI): Schedule to attend an MBTI General Session
 - Professional and leadership development courses



As a new hire, during your first 90 days of employment, PTO hours may only be used to cover [national holidays](#) and incidental illness.

Find It Fast!

Go to your most recent [paystub](#) to check your PTO balance as of the prior pay period. The PTO hours you've earned, and the hours you've used, will be shown.

For more information on PTO, go to the [HR Policies page](#) on [myKidsnet](#) and select the Paid Time Off policy document.

Education Assistance

Because Children's recognizes and values continuing education, the hospital spends an average of \$3 million annually to support employees participating in formal education programs during unpaid hours.

The standard benefit for continuing education is:

- Up to \$2,500 per year for full-time employees
- Up to \$1,250 per year for part-time employees
- On-call and casual employees who qualify for the program can receive up to \$1,000 in assistance each year

Regular full-time and part-time status employees who are enrolled in college degree programs may be eligible to receive up to \$5,250 in benefits per year.

Learn more about the [Educational Assistance Program](#) on myKidsnet.

For Medical Staff: Continuing Medical Education

Akron Children's is accredited by the Ohio State Medical Association (OSMA) to provide Continuing Medical Education (CME) for physicians.

Contractually, providers, including physicians, advance practice providers, CRNAs and psychologists receive time off and an annual CME allowance, which may be used for attending conferences, covering annual association dues and purchasing subscriptions.

"Akron Children's really cares about the people who are on the front lines providing care for their patients. They want to find people who are going to blossom in their roles, who are going to take advantage of the opportunities they have for staff development and future opportunities here."

— Megan
Staff Nurse

Loan Forgiveness

Full-time employees may be eligible for the [Public Service Loan Forgiveness \(PSLF\) Program](#) by meeting the program's debt-to-income criteria.

Scholarships for Dependents

Each year the Employee Foundation Council awards scholarships to deserving students who are attending institutions of higher learning or trade schools. The recipients must be dependents of employees with at least one year of service. An independent panel of community members selects the winners based on:

- Academic potential
- Financial need
- Career goals
- Participation in extracurricular activities

Packets for scholarships are available Feb. 1 each year. Watch shortsheets for details.

Library Services

Need assistance searching for information or articles? Can't find a book you need at a local library? Need to order textbooks for a class? These are just a few of the many services offered by Children's [Medical Library](#).

A wealth of books and other materials are available to employees who register for a library account. The staff can purchase books for employees through Amazon and Rittenhouse, often at a discount. Forms are available in the library and on the myKidsnet Forms page under [Medical Library](#). We also provide consumer-level children's health and wellness-related information and books through our Family Resource Center.

Visit the Medical Library's myKidsnet page under "Departments" to access all of our services. Call us at 330-543-8250, or email library@akronchildrens.org.

Employee Perks

Your Total Rewards package includes a variety of other benefits and programs designed to support you at work and at home. These include:

- 529 College Savings Plan
- Adoption Reimbursement Program
- Best Benefits Club
- Breast Pump Benefit
- Business Travel Accident Plan
- Library
- Public Service Loan Forgiveness (PSLF) Program
- Service Awards
- Sick Child Care Services

A number of local businesses offer discounts to area hospital employees. Be sure to inquire about this when making a purchase from a local company.

Children's Employees in the Community

The community has always supported the life-changing work of Akron Children's Hospital through generous donations of time, talent and treasures. That's why our employees are so passionate about giving back to our community through our Employee Foundation and other hospital-supported initiatives.

Participating in these events also helps employees build relationships with their co-workers. With more than 60 primary, specialty and urgent care locations and 6,000 employees, it's not always easy to get to know everyone. Volunteer opportunities and sponsored outings to sports and entertainment events help employees connect with each other.

Employee Foundation Council (EFC) events include:

- Annual Kids are #1 Run
- Harvest for Hunger program
- United Way Day of Caring

Hospital-supported events include:

- AkronReads
- Red Cross blood drives
- Read to Me Day

Lactation Support Services

As a pediatric hospital, Akron Children's understands the important connection between mothers and their babies. That's why we offer an array of lactation support services to nursing moms who are Children's employees. These include:

- Lactation consultant coverage at all campuses
- Designated rooms and hospital-grade breast pumps at the Akron, Beeghly and St. Elizabeth's campuses, as well as lactation support at the St. Joseph's and Wooster campuses
- Ability to obtain a breast pump kit through the lactation consultation offices
- Lactation support group (Akron Campus)

For more information on these services, including how to obtain coverage at a specific location, call 330-543-4531 or page 330-914-0096.



Find It Fast!

Yoga! Stress-reduction and mindfulness sessions! Weight Watchers at work and fun fitness classes! If you're looking for the hospital's list of wellness activities, you'll find them on the [Wellness pages](#) on myKidsnet.

Run Free

In 2016, Akron Children's became the title beneficiary for the [Akron Children's Hospital Akron Marathon Race Series](#). This special partnership provides a unique opportunity for employees to become involved in our wellness initiative. To support employees who wish to participate, our wellness program now pays for Children's employees to run in the Akron Marathon, Half Marathon or Relay.



Well-being Programs

Children's offers a wide variety of tools, programs and resources to help you and your family in your journey toward wellness. One of the most important tools is the Health Fitness Health Risk Assessment (HRA). The HRA is an online questionnaire designed to review your health status and provide you with a customized report. In addition to providing you with valuable information about your health risks, the [Health Fitness HRA website](#) includes handy tools and articles on improving and/or maintaining your health.

The HRA is completely confidential, and only aggregate health risk results are shared with the hospital.

Each year, you'll receive a \$100 incentive to complete both the HRA and a professionally entered biometric screening by Dec. 31.

Our Wellness Mission Statement

To encourage healthy decisions about fitness, nutrition, and wellness by promoting an environment that supports these choices so that employees may better achieve optimal well-being.

Employee Assistance Program

The [Employee Assistance Program \(EAP\)](#) is available at no cost to all employees. You don't need to be benefits-eligible to receive services from Carebridge, our EAP provider. Here are just a few counseling and guidance services available 24/7 every day of the year:

- Stress, anxiety
- Depression
- Financial difficulties
- Marital or family issues
- Legal concerns
- Mental health and substance abuse support

Contact Carebridge at 800-437-0911 or email clientservice@carebridge.com

Employee Health Services

Akron Children's strives to provide employees with multiple resources to ensure their well-being on and off the job. This includes our Employee Health services. In addition to conducting new-hire physicals and overseeing the annual Influenza Vaccination program, Employee Health services include:

- [Basic health screenings](#) (blood pressure, body mass index and more)
- Assistance with immunization review before travel or return to school
- Follow up after work-related injuries
- Minor first aid
- Vaccine updates (e.g., Tdap/Td following injury or Tdap during the last trimester of pregnancy)
- Smoking cessation information and nicotine patches

Healthcare Benefits

Medical and Prescription Drugs

Akron Children's offers four options for your medical plan coverage. Each plan includes benefits for office visits, urgent care and emergency room services, inpatient and outpatient services, wellness screenings, [prescription drugs](#) and many other services.

Children's Health Plus Plans and Health Savings Account (HSA)

- Two plans offered: Children's Health Plus Gold and Children's Health Plus Silver
- See any provider; higher benefits paid when using [in-network](#) provider (Medical Mutual of Ohio [MMO])
- [Lower cost](#) (see page 12) per pay for coverage
- You'll pay an annual deductible and [coinsurance](#) for healthcare services. Preventive services are covered at 100%. Because of the savings you'll receive from lower premiums and the tax-advantaged Health Savings Account (HSA), the plan includes a [higher annual deductible](#) than the PPO plans.
- Plans begin to pay [benefits](#) after deductible is satisfied
- [Health Savings Account \(HSA\)](#) feature allows you to make pre-tax contributions to an account that can be used to pay [eligible healthcare costs](#) today, throughout your career, and even into retirement.
- [Children's adds to your](#) HSA each year.
 - Gold Plan: \$1,350 single/\$2,500 family
 - Silver Plan: \$400 single/\$800 family
- [You can also contribute](#) to the HSA

Children's Conventional Plan (PPO)

- See any provider; higher benefit paid when using [in-network](#) provider (MMO)
- [Higher cost](#) (see page 12) per pay for coverage
- You'll pay an [annual deductible](#), [co-pays](#) and [coinsurance](#) for healthcare services. Preventive services are covered at 100%.
- Under the Conventional PPO plan, most services received from the Akron Children's Hospital enterprise are covered at 100%. Visits to the Emergency Room are subject to a co-pay.

AultCare Plan (PPO)

- See any provider; higher benefit paid when using [in-network](#) provider (AultCare network)
- [Higher cost](#) (see page 12) per pay for coverage
- You'll pay an [annual deductible](#), [co-pays](#) and [coinsurance](#) for healthcare services. Preventive services are covered at 100%.
- Under the AultCare PPO plan, most services received from the Akron Children's Hospital enterprise are covered at 100%. Visits to the Emergency Room are subject to a co-pay.

Who's Eligible?

- Regular full-time employees (budgeted to work at least 36 hours per week)
- Part-time employees (budgeted to work at least 16 but less than 36 hours per week)
- Dependent children to the end of the month in which they turn 26
- [Your legal spouse](#)



Healthcare for Your Family

Being a part of the Akron Children's family, you have the added comfort of knowing that if your child needs healthcare services, that care will be provided by people you know and trust. All of our health plans provide access to our wide-ranging primary care network and exceptional specialty services.

While pediatrics is our focus, Children's also provides numerous adult services, such as lab work, x-rays and Maternal Fetal Medicine, for employees.

Find It Fast!

Everything you'd like to know about the [HSA](#) can be found on [myKidsnet](#). Look for the Health Savings Account on the [HR/Total Rewards page](#) under Health Plans.

2018 Medical Plan Comparison

	Children's Health Plus Gold Plan		Children's Health Plus Silver Plan		Children's Conventional PPO and AultCare PPO Plans	
Plan Feature	Akron Children's	In-Network	Out-of-Network	Akron Children's	In-Network	Out-of-Network
Preventive Care	Covered at 100%	Covered at 100%	50% after deductible	Covered at 100%	Covered at 100%	50% after deductible
Deductible		\$2,700 Single* \$5,000 Family*			\$400 Single \$800 Family	\$1,000 Single \$2,000 Family
What you pay for most services	\$0 after deductible	10% after deductible	50% after deductible	\$0 after deductible	10% after deductible	50% after deductible
Office Visit	\$0 after deductible	10% after deductible	50% after deductible	\$0 after deductible	10% after deductible	50% after deductible
Specialist Office Visit	\$0 after deductible	10% after deductible	50% after deductible	\$0 after deductible	10% after deductible	50% after deductible
Urgent Care Visit	\$0 after deductible	10% after deductible	50% after deductible	\$0 after deductible	10% after deductible	50% after deductible
Emergency Room Visit Emergency		\$0 after deductible			\$75 co-pay	
Emergency Room Visit Non-Emergency	\$0 after deductible	10% after deductible	50% after deductible	\$0 after deductible	10% after deductible	50% after deductible
Prescription Drugs	See Pharmacy Benefit Chart on myKidsnet for your cost-share portion AFTER the deductible is met.			See Pharmacy Benefit Chart on myKidsnet for your cost-share portion AFTER the deductible is met.		
Preventive Care Drugs	Covered at 100%. See listing of covered preventive drugs on myKidsnet.			Covered at 100%. See listing of covered preventive drugs on myKidsnet.		
Coinsurance Limit Excluding Deductible	\$1,500 Single* \$3,000 Family*	\$7,500 Single* \$15,000 Family*		\$1,500 Single* \$3,000 Family*	\$7,500 Single* \$15,000 Family*	
Coinsurance Limit Plus Deductible	\$4,200 Single* \$8,000 Family*	\$10,200 Single* \$20,000 Family*		\$4,900 Single* \$9,800 Family*	\$10,900 Single* \$21,800 Family*	
Hospital's HSA contribution	\$1,350 Single** \$2,500 Family**			\$400 Single** \$800 Family**		N/A

*Prescription drug expenses apply to this Plan's deductible, coinsurance limit and maximum out-of-pocket.

**Employees age 55 and older may make an additional annual contribution of \$1,000 to the HSA (referred to as catch-up contributions).



Find It Fast!

Check the current list of qualifying FSA expenses at <https://www.irs.gov/pub/irs-pdf/p502.pdf>.

“Children’s culture is different (from other institutions), because they are invested in each employee excelling. They want you to do your very best. They encourage you to progress professionally and to be involved in the hospital and in the decision-making process. While Children’s is expanding, I still feel as though they’re very concerned about the individual employee.”

— Christa
School Health Nurse

Healthcare Benefits

Dental

You may enroll in dental coverage through the [Guardian Dental PPO Plan](#). You and the hospital [share the cost](#) (see page 12) of this benefit. The plan features:

- Preventive and diagnostic services are covered at 100%
- You’ll share the cost of other dental, orthodontia and periodontal services
- Receive higher benefits when using a [Guardian Dental PPO network provider](#)

Vision

The hospital’s vision coverage includes two [EyeMed options](#). You pay the [group rate](#) (see page 12) for this benefit. Both plans:

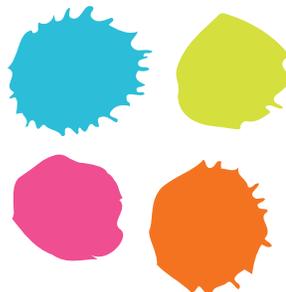
- Provide benefits through EyeMed Vision Care’s EyePrefer vision program
- Use the [EyeMed SELECT Network](#) of providers
- Offer a variety of vision care services, and
- Provide an annual allowance that can be used for eyeglasses or contacts

You’ll find additional information on myKidsnet.

Flexible Spending Accounts (FSAs)

Children’s offers two pre-tax [flexible spending accounts](#) that you can use to help pay for out-of-pocket health and dependent care expenses throughout the year:

- Health Care Flexible Spending Account — for reimbursement of medical, prescription drugs, dental and vision expenses. You can set aside up to \$2,600 annually in this FSA.
- Dependent Care Flexible Spending Account — for reimbursement of supervised care of your child or a qualifying adult dependent. You may be able to contribute \$5,000* in 2018 if you’re single or married and filing a joint tax return. If you are married and filing a separate tax return, you may contribute up to \$2,500* into the account.



*In conjunction with this limit, the Internal Revenue Service (IRS) requires that we perform nondiscrimination testing on an annual basis and adjust the annual contribution amounts if necessary, based on the results of these tests.

2018 Rates (Employee Biweekly Per Pay Deductions)

FULL-TIME EMPLOYEES							
	Children's Health Plus Gold Plan	Children's Health Plus Silver Plan	Children's Conventional Plan	AultCare Plan	Dental Plan	Vision Plan	Enhanced Vision Plan
Single	\$42.00	\$0.00	\$82.00	\$76.00	\$5.00	\$2.41	\$7.77
Empl + Child(ren)	\$71.00	\$27.00	\$141.00	\$131.00	\$8.00	\$5.02	\$16.15
Empl + Spouse	\$87.00	\$40.00	\$173.00	\$152.00	\$10.00	\$4.59	\$14.77
Family	\$125.00	\$74.00	\$248.00	\$226.00	\$14.00	\$7.37	\$23.71

PART-TIME EMPLOYEES							
	Children's Health Plus Gold Plan	Children's Health Plus Silver Plan	Children's Conventional Plan	AultCare Plan	Dental Plan	Vision Plan	Enhanced Vision Plan
Single	\$54.00	\$0.00	\$115.00	\$114.00	\$5.00	\$2.41	\$7.77
Empl + Child(ren)	\$91.00	\$35.00	\$195.00	\$197.00	\$8.00	\$5.02	\$16.15
Empl + Spouse	\$113.00	\$54.00	\$241.00	\$228.00	\$10.00	\$4.59	\$14.77
Family	\$161.00	\$98.00	\$345.00	\$339.00	\$14.00	\$7.37	\$23.71



Retirement Benefits

Children's Retirement Security Plan (401(a))

Your personal savings are an important part of your retirement planning, and Children's Hospital provides several ways to help you save for retirement. One is the [Children's Retirement Security Plan](#), a 401(a) defined contribution plan that provides benefits when you're no longer working. Here are several highlights:

- You participate in the plan after one year of eligible service
- Children's makes contributions to your account. The contribution is equal to a percentage of your pay based on your age and years of eligible service. The contribution will be between 2% and 5% of covered wages.
- You do not contribute to this account
- The contributions are directed into investment choices that you select
- You become 100% vested in your account after three years of eligible service.
- The 401(a) benefit is payable at retirement.

Children's Retirement Income Benefit (CRIB) plan (403(b))

We encourage every employee to save for retirement, and the [Children's Retirement Income Benefit \(CRIB\) plan](#) is designed to do just that. As an eligible employee, you're automatically enrolled in the 403(b) Plan:

- For new hires, pre-tax contributions equal to 6% of your pay begin on the first full pay period following your date of hire. You can make changes to your contributions to meet your retirement needs and goals on the VALIC website or by meeting with your VALIC representative.
- You will also receive matching contributions into your account after meeting the eligibility requirements.
- Children's will match 50% of employee contributions, up to a maximum of 2% (for 4% of covered wages) per pay and up to a maximum of 3% (for 6% of covered wages) for *Home Care* employees.
- You have complete control of your account

VALIC (our record-keeper for the plan) allows you to enroll and make changes online at www.valic.com/chmca. At the site, you can elect to defer a different percentage (not less than 1%), opt to contribute to the [Roth 403\(b\)](#), or waive participation.

Even if you're not making a change to your contribution, it's worth your time to visit this site, enter your beneficiary information and explore the great resources and tools available to you for retirement planning.

You and the hospital pay toward the Social Security benefit you'll receive during retirement. For 2018, Children's will contribute more than \$26 million in FICA taxes for our employees.

Children's 403(b) plan is very similar to the 401(k) plans offered by for-profit companies.

Find It Fast!

Need to roll over an account from your previous employer?

Want to change your contribution to the CRIB Plan?

Interested in contributing to the Roth 403(b)?

Curious about the plan's features?

Schedule an appointment with a VALIC representative!

Call 330-543-3119 or contact:

Jim Eison 330-714-2619
james.eison@valic.com

Tony Prezioso 440-417-3730
tony.prezioso@valic.com

You can also find details about the 403(b) plan in the Summary Plan Description on the myHR/Benefits page on myKidsnet.

Income Protection Benefits

Life and Accidental Death & Dismemberment (AD&D) Insurance Coverage

Children's provides basic (core) [Life Insurance and AD&D](#) coverage equal to one times (1x) your basic annual earnings* up to a maximum of \$750,000 at no cost to you. You can also choose to purchase optional insurance:

	Coverage options
Optional employee life and AD&D insurance	1x, 2x or 3x basic annual earnings* up to \$750,000 maximum**
Dependent life insurance	Spouse: \$10,000 coverage Child: \$5,000 coverage for each child (age 6 months to under 26) \$100 coverage from live birth to 6 months

*Basic annual earnings are based on your base rate times your budgeted hours on your date of hire in a benefits-eligible status, and is subsequently updated each Jan. 1 and frozen for the entire year based on your covered earnings in effect at Open Enrollment.

**Combined basic and optional life insurance coverage is \$1.5 million. Combined basic and optional AD&D coverage is \$1.5 million.

Disability Insurance Program

Disability benefits provide payments to you if you're unable to work because of a non-occupational-related illness or injury. Full-time benefits-eligible employees receive core [Short Term Disability \(STD\)](#) and [Long Term Disability \(LTD\)](#) coverage. Your benefits through each plan are based on your employment status. You can learn more about your core disability insurance coverage and optional STD and LTD coverage by going to the [HR/Total Rewards page](#) on myKidsnet.

Although part-time hourly employees do not receive core coverage, they may choose to pay for optional STD and LTD coverage.

Leaves of Absence

Children's provides a variety of leave of absence programs, including:

- [Family Medical Leave](#) (in accordance with the Family Medical Leave Act (FMLA) of 1993)
- [Non-FMLA Medical Leave](#)
- [Military Leave](#)
- [Personal Leave of Absence](#)



Find It Fast!

Need to know more about the hospital's life insurance, AD&D and disability plans? You'll find the answers on the [HR/Total Rewards pages](#) of myKidsnet.

Voluntary Benefits

Voluntary benefits available from [Trustmark](#):

Universal Life Insurance

You may elect up to \$300,000 of coverage for you and your spouse, and your children or grandchildren (whether or not you purchase coverage for yourself). Certain amounts may be available to newly eligible employees at guarantee issue – no health questions to apply. These individually owned policies build cash value, provide lifetime life insurance protection, and include a Long Term Care benefit option for as long as you choose to keep your policy, regardless of your continued employment. Coverage is portable; premiums do not increase because of age.

Critical Illness Insurance

This plan pays a lump-sum cash payment when you are diagnosed with a covered condition in your policy, such as heart attack, stroke or cancer. There are no limits to the number of payouts for each insured family member and no reduction in payouts for later-diagnosed conditions. The plan also includes an annual \$50 wellness benefit.

Accident Insurance

This insurance provides financial help to manage the medical costs associated with accidental injuries. Benefits for initial care, injuries and follow-up care are paid directly to you. The plan also offers an annual \$50 wellness benefit.

Voluntary benefits available from [MetLife](#):

Auto and Home Insurance

Akron Children's employees are eligible for discounted auto and home insurance policies, including renter's insurance, through MetLife. Additional discounts are available based on length of service and a payroll deduction payment option.

Other voluntary benefits:

Identity Theft Insurance

LifeLock monitors your identity and helps protect you with their Million Dollar Protection™ package. Akron Children's employees may select from two protection plans.

Voluntary Pet Insurance is available through ASPCA Pet Health Insurance.



"A great thing about working here is that you're always part of a team. I love working in that type of environment. You have to depend on one another. That takes a lot of patience and understanding, and I think that's another part of the culture here – working as a team."

— Michelle
Senior Analyst,
Information Services

Live
More
Total Rewards Program

About This Guide

This Total Rewards guide is intended to provide an easy-to-read overview of the benefits program offered by Akron Children's Hospital. Should there be any conflict between the explanation in this guide and the actual terms and provisions of the plan documents and contracts, the terms of the plan documents will govern in all cases. You will not gain any new rights or benefits because of a misstatement or omission in this guide. None of the information should be interpreted as a guarantee of employment. Akron Children's Hospital reserves the right to amend, change or terminate any benefit at any time.

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