

EMR Benefits

EMR strives to attract and retain highly-talented individuals. We accomplish this through work that is both interesting and challenging, a competitive salary, a compelling culture based on our Core Values and a benefits package that completes the employees' compensation. The following is a summary of EMR's Benefit Package.

Leave time

Vacation, sick, bereavement, bad weather, personal, etc.

- Accrued semi-monthly for Full-Time and Regular Part-Time employees working over 30 hours per week.
- Year 1 - Accrue 2 weeks annually
- Years 2-4 - Accrue 3 weeks annually
- Years 5-19 - Accrue 4 weeks annually
- Years 20+ - Accrue 5 weeks annually
- * Regular Part-Time Employee accruals are pro-rated based on actual hours worked.

Holidays

- 10 Paid Holidays annually for Full-Time and Regular Part-Time employees working over 30 hours per week.

Medical and Dental Coverage

- Medical Insurance is offered to Full-Time and Regular Part-Time employees working over 30 hours per week through CIGNA Health Care. Dependent coverage is included. Kansas employees are eligible to participate in dental coverage through Blue Cross/Blue Shield of Kansas. Employees not residing in Kansas are eligible to participate in dental coverage through Delta Dental of Kansas. EMR pays a portion of the premium.

Short-Term Disability Coverage

- Pays 66 2/3 of salary up to 26 weeks. Premium is split 50/50.

Long-Term Disability Coverage

- Pays 60% of salary up to age 65. Premium is split 50/50.

Life Insurance

- Salary + \$20,000. Premium is split 50/50.

Accidental Death and Dismemberment

- EMR pays 100% of premium.

Flexible Benefits Plan

- Payroll deduction on a pre-tax basis to pay eligible health care and dependent care expenses. Offered to benefit eligible employees.

Supplemental Insurance

- Payroll deduction on a pre-tax or after-tax basis through AFLAC (American Life Assurance Company).

401(k) Retirement Plan

- Eligible quarter following 240 hours of service in first two months of employment. EMR matches up to 4%.

Employee Performance Appraisals

- Minimum once per year.