

2013 benefits at a glance



Staff

Health and welfare	Effective date	All employees	Full-time employees (32-40 Hrs)	Part-time employees (20-31 Hrs)	Who pays
Health Coverage* Choice of two plans: Anthem/Blue Cross Blue Shield POS or Anthem/Blue Cross Blue Shield CDHP. Employee contributions are pre-tax (SSDP is pre-tax and after-tax) and payroll deducted.	First of month following hire		✓	✓	Shared
Vision Coverage* Provides employees and dependents with vision examinations and materials. Employee contributions are pre-tax (SSDP is pre-tax and after-tax) and payroll deducted.	First of month following hire		✓	✓	Employee
Dental Coverage* Coverage includes 100% preventive care, 80% basic services, 50% major services and 50% orthodontic (\$1,500 max). Employee contributions are pre-tax (SSDP is pre-tax and after-tax) and payroll deducted.	First of month following hire		✓	✓	Shared
Life Insurance One times base annual salary for term life insurance and AD&D. \$2,000 for spouse and dependent children older than 6 months; \$200 for each dependent child younger than 6 months.	First of month following hire		✓		Employer
Supplemental Term Life Additional term life insurance may be purchased for employee and dependents.	First of month following hire		✓	✓	Employee
Flexible Spending Accounts Pre-tax savings to be used for dependent care up to \$5,000 a year and/or non-covered medical care up to \$2,500 a year.	First of month following hire		✓	✓	Employee
Health Savings Account Pre-tax savings account to be used with CDHP. Children's contributes to account: \$500/Employee only \$1,000/Employee+1 \$1,000/Family	First of month following hire		✓	✓	Shared

Time off

Short-term Disability Income Protection 60% of basic monthly earnings up to 90 days of absence.	First of month after six months	✓	✓	FT-employer PT-employee												
Long-term Disability Income Protection 60% of basic monthly earnings up to \$7,500 a month after 90 days of absence.	First of month after six months	✓		Employer												
Leave of Absence** Approved time off for extended medical, family (if FMLA eligible), educational or personal leave.	Immediate	✓		Unpaid												
Parental Leave Maternity, paternity and adoption benefits include one week of leave paid at 100% of base pay following birth/placement of child.	Following six months of continuous service	✓	✓	Employer												
Bereavement Leave Up to 24 hours of paid leave for regularly scheduled workdays for the death of an immediate family member.	Immediate	✓	✓	Employer												
Holidays Seven observed holidays (New Year's Day, Martin Luther King Jr. Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day) plus two personal days. Nonexempt employees required to work on scheduled holidays earn a "holiday differential."	Immediate	✓	✓	Employer												
Paid Time Off (PTO)** Vacation and sick time combined. Accruals are based on years of service and vary with actual hours paid each pay period. Holidays are in addition and nonaccruing. <table><tr><td>0-3 years of service</td><td>17 days</td><td>4-7 years of service</td><td>21 days</td></tr><tr><td>8-10 years of service</td><td>24 days</td><td>11-14 years of service</td><td>26 days</td></tr><tr><td>15+ years of service</td><td>28 days</td><td></td><td></td></tr></table>	0-3 years of service	17 days	4-7 years of service	21 days	8-10 years of service	24 days	11-14 years of service	26 days	15+ years of service	28 days			After 60 days	✓	✓	Employer
0-3 years of service	17 days	4-7 years of service	21 days													
8-10 years of service	24 days	11-14 years of service	26 days													
15+ years of service	28 days															

Retirement

Noncontributory (Growth Plan): Discretionary (generally 3%) annual contribution. Graded vesting: 20% after two years, 50% after three years, 75% after four years, 100% after five years.	After 1,000 hours of service and employed 12/31	✓			Employer
Contributory (Share Plan): Employees working at least 1,000 hours in a payroll year receive dollar-for-dollar match up to 4%. Maximum deferral subject to federal limitations.	100% vested after 1,000 hours of service each year	✓			Shared

*Eligible dependents include your spouse or same-sex domestic partner (SSDP) and children up to age 26. Proof of dependent eligibility is required at enrollment and would include marriage license for spouse, Children's Affidavit for SSDP and birth certificate for children.
Contributions for the portion of coverage attributed to a SSDP are paid after tax, per federal regulations. In addition, the value of the employer portion of the cost of medical and dental coverage is taxable income to the employee.

**Leaves under the Family Medical Leave Act (FMLA) require at least 12 months of service and 1,250 hours worked within the 12 months preceding leave.

***Vacation will be pro-rated based on hire date. Part-time vacation is 50% of full-time vacation.

Family and dependent care

Childcare Credit

FT/PT

A credit of \$40 a pay period for employees enrolled in the Dependent Care Flexible Spending Account. Effective first of the month after hire.

Childcare Centers

FT/PT

The Clifton Schools childcare center and New Generations Child Development Center for children age 6 weeks through pre-kindergarten. Tuition discounts available at the Sunshine House childcare centers.

Backup Care Options

FT/PT/PRN

Assistance in finding backup care for loved ones from infancy through old age, available 24/7. Employees can request up to 80 hours of care each year.

Sittercity.com

FT/PT/PRN

Online database of 3,000 sitters, nannies, pet sitters and house sitters in metro Atlanta.

Working Mother Support and Baby Showers

FT/PT/PRN

An online community for working mothers to find tips for success and programs to help meet the challenges of career and family life. Every other month, Children's hosts a baby shower where expectant parents can receive gifts, prizes and valuable information about childcare, Family Medical Leave Act and benefits.

Adoption/Infertility Assistance

FT/PT

Up to \$10,000 per adoption (two max); Infertility assistance up to a maximum lifetime benefit of \$10,000.

Wellness

Wellness Initiatives/Programs

FT/PT/PRN

Fitness classes, onsite massage therapy, healthy vending machines and free consults with trainers and nutritionists are available at each campus, plus step challenges, Weight Watchers discounts and Strong4Life lifestyle and weight loss programs.

Employee Assistance Program

FT/PT/PRN

Confidential counseling for personal issues, including substance abuse, family, financial or legal. Resource and referral for childcare and eldercare needs.

Critical Incident Stress Management (CISM)

FT/PT/PRN

The EAP provides a trained response team to support those coping with traumatic incidents.

Smoking Cessation Assistance

FT/PT/PRN

Various tools provided to support a tobacco-free environment.

Convenience

Concierge Service

FT/PT/PRN

Assistance with personal travel reservations, gift and flower orders, dining and entertainment. Discount and hard-to-find tickets to major events available.

Workplace Banking

FT/PT/PRN

Savings and incentives on a wide range of banking services through Lockheed Credit Union, Emory Alliance Credit Union, CDC Federal Credit Union, Bank of America, Wells Fargo and SunTrust.

Commute Alternatives

FT/PT

Monthly subsidized MARTA passes, Guaranteed Ride Home program, preferential carpool parking, carpooling and vanpooling. Telecommuting also available in certain instances.

Discount Buying Clubs

FT/PT/PRN

AAA Auto Club South, Costco and Sam's Club discount memberships.

Other work-life support

Educational Assistance

FT/PT

Up to \$5,000 annually for approved degree coursework in high-demand fields. \$3,500 annually for other approved programs.

Supplemental Insurance

FT/PT

Aflac provides a variety of supplemental insurance products, such as short-term disability, personal cancer protection, hospital intensive care, personal accident and life insurance.

Cellphone Discounts

FT/PT/PRN

Discounts available for new and existing accounts with AT&T, Sprint/Nextel and T-Mobile.

Auto and Homeowner Insurance

FT/PT

Group discounted rates through MetLife.

Legal Services

FT/PT

Discounted rates for telephone and office consultations.

Recognition

Celebrations

FT/PT/PRN

Online reward program to recognize employees modeling the Children's values. Employees can celebrate co-workers, and managers can award points (AwardperQs), which are redeemable for exciting gifts.

Employee Awards and Fun at Work

FT/PT/PRN

Children's celebrates the dedication of its employees. Hope and Will Award winners are nominated by fellow employees for demonstrating the Children's values of: Care about People, Passionate about Kids, and Dedicated to Better. The DAISY award honors extraordinary nurses. Children's offers other special employee events and activities.