



ASSOCIATE BENEFIT SUMMARY

Updated April 1, 2018

This list is distributed for information purposes only and may be subject to change

<i>Upon Date of Hire</i>				
BENEFIT	PAID BY	FULL-TIME ASSOCIATES	PART-TIME ASSOCIATES 20-39 hrs/week	PART-TIME ASSOCIATES Less than 20 hrs/week
401(K) Plan	UHA & Associate	Automatic enrollment at 10%. Automatic 1% salary deferral increase September 1st of each year up to 10%. Employer matching determined each plan year. Employer profit sharing; must be employed at end of plan year to receive profit sharing (see last page)	Same as full-time (see below)	Same as full-time (see below)
Advance Health Care Directive (Five Wishes Booklet & Go Wish Cards)	UHA	100% of the cost paid by UHA for associate and spouse/ significant other	Same as full-time	Same as full-time
Amazing Care Network	UHA & Associate	Voluntary participation. UHA will make initial \$50 deposit and pay 50% monthly account administrative fee (\$2.50) during employment	Same as full-time	Same as full-time
Associate Referral Program	UHA	Receive \$1,000 for a referral that leads to hiring and completion of the 3-month introductory period	Same as full-time	Same as full-time
Credit Union Membership	Associate	Membership with Hawaii Central Credit Union, Hawaii USA Federal Credit Union and Hawaii State Federal Credit Union	Same as full-time	Same as full-time
Direct Deposit	N/A	Associates may direct deposit their paycheck into a maximum of three accounts (2 checking and 1 savings or 2 savings and 1 checking)	Same as full-time	Same as full-time
Discounted Movie Passes	Associate	Discounted Movie Tickets at Regal and Consolidated	Same as full-time	Same as full-time
Employee Assistance Program (EAP)	UHA	Resources and guidance are available to you and your family on personal challenges you might face such as parenting, senior care, home services, wellness, legal, and financial services	Same as full-time	Same as full-time
Healthy Lifestyle Program	UHA	Includes but not limited to annual flu shot, annual Personal Fitness BodyAge Profile, weekly delivery of fresh fruits, on-site wellness classes, discount membership rate at Clark Hatch Fitness Center, brown bag meetings, filtered water stations, annual team wellness challenges	Same as full-time	Same as full-time
Holidays	UHA	12 paid holidays per calendar year	Pro-rated based on full-time equivalent	Not eligible
ID Fraud	UHA	Associate and spouse are covered up to \$10,000 for any one loss	Same as full-time	Same as full-time
Parking	UHA & Associate	Subsidized for positions that require driving. For positions that do not require driving, UHA will subsidize \$35 for monthly parking	Subject to approval	Not eligible
Sales Referral Program	UHA	Receive a \$25 gift certificate and/or cash bonus for a successful UHA health insurance sale	Same as full-time	Same as full-time
Wellness Bucks	UHA	Receive up to \$75/month reimbursement for your own healthy lifestyle activities such as gym membership, personal trainer fees, exercise classes, financial counseling, nutrition classes and massage. Receive an additional \$25/month for wellness activities for your spouse/reciprocal beneficiary/domestic partner/civil union and/or children	Same as full-time	Same as full-time
Wellness Time	UHA	Associates may take up to 2.5 hours per week during regularly scheduled work hours to participate in healthy lifestyle activities	Same as full-time	Same as full-time
Wellness Classes	UHA	See Wellness Calendar for details	Same as full-time	Same as full-time
Personal Time Off (PTO - Accumulated)	UHA	20-30 days (see last page)	Pro-rated based on full-time equivalent (see reverse)	Not eligible
Community Event Leave	UHA	Up to 8 hours each year to participate in community events	Same as full-time	Same as full-time
<i>1st of the Month Following Date of Hire</i>				
BENEFIT	PAID BY	FULL-TIME ASSOCIATES	PART-TIME ASSOCIATES 20-39 hrs/week	PART-TIME ASSOCIATES Less than 20 hrs/week
Bus Pass	UHA & Associate	50% of bus pass paid by UHA for associates; 100% of bus pass paid by UHA for supervisors and above when parking is not provided	Same as full-time	Not eligible
Charitable Donations	Associate	To assist associates with making contributions to charitable organizations, UHA will set up semi-monthly payroll deductions	Same as full-time	Same as full-time
Dental Insurance	UHA & Associate	100% for single coverage paid by UHA (see last page)	Same as full-time	Not eligible
Health Insurance	UHA & Associate	100% of premium paid by UHA for base plan (see last page). Medical reimbursement available for associates meeting qualified exemptions from health care coverage	Same as full-time (see reverse)	Not eligible
Matching Gift Program	UHA	Associates may request a matching donation from UHA for any tax qualified organization in Hawaii. The organizations and the amount of the match will be determined and approved by the Chief Executive Officer and the Chief Marketing Officer	Same as full-time	Not eligible
Pre-Tax Bicycle Commuter Expenses	UHA	\$20 per month company-funded bicycle commuter benefit. Associate must use bicycle to commute to and from work	Same as full-time	Not eligible
Pre-tax Medical & Dental Premium Expenses (Premium Conversion)	UHA & Associates	Eligible associates are able to pay for medical & dental premiums with pre-tax dollars	Same as full-time	Not eligible
Pre-tax Transit & Parking Expenses	UHA & Associate	Associates may pay for parking and transit expenses with pre-tax dollars	Same as full-time	Not eligible

1st of the Month Following 30 Days of Continuous Employment

BENEFIT	PAID BY	FULL-TIME ASSOCIATES	PART-TIME ASSOCIATES 20-39 hrs/week	PART-TIME ASSOCIATES Less than 20 hrs/week
Accidental Death and Dismemberment	UHA/Associate	\$50,000 (policy limit subject to reduction based on age). Additional voluntary coverage for self, children, and family available between \$10,000 - \$300,000	Must work 30 hrs/week to be eligible	Not eligible
Group Life Insurance	UHA /Associate	\$50,000 (policy limit subject to reduction based on age). Additional voluntary coverage for self, spouse, and children available	Same as full-time	Not eligible
Long Term Care Insurance	UHA/Associate	Long Term Care facility and 50% professional home and community care. Additional voluntary coverage available for self, spouse and family members (ages 18-80)	Same as full-time	Not eligible
Long Term Disability	UHA	60% of annual salary (up to \$7500) after 180 continuous days of disability. Associates earning a commission will have a monthly benefit amount of 60% of annual base salary, incentive, and commission (up to \$10,000) after 180 continuous days of disability	Same as full-time	Not eligible

After 90 Days of Continuous Employment

BENEFIT	PAID BY	FULL-TIME ASSOCIATES	PART-TIME ASSOCIATES 20-39 hrs/week	PART-TIME ASSOCIATES Less than 20 hrs/week
Bereavement Leave	UHA	3 days for death of immediate family member	Same as full-time	Same as full-time

1st of the Month Following 90 Days of Continuous Employment

BENEFIT	PAID BY	FULL-TIME ASSOCIATES	PART-TIME ASSOCIATES 20-39 hrs/week	PART-TIME ASSOCIATES Less than 20 hrs/week
Associate Annual Incentive Plan	UHA	Discretionary amount determined by management annually	Pro-rated based on full-time equivalent	Pro-rated based on full-time equivalent
Flex Spending Account (FSA)	Associate	Medical \$2,600 Dependant Care \$5,000 per household Associates may carry over \$500 of unused Medical FSA balances to the following calendar year	Same as full-time	Not eligible
Aflac Supplemental Insurance	Associate	Accident Indemnity, Cancer Indemnity, Hospital Confinement, Specified Health/Critical Illness, Intensive Care Plan, Off-The-Job Accident Disability/Sickness Disability, Spouse Off-The-Job Accident Disability	Same as full-time	Not eligible

Available After 6 Months of Continuous Employment

BENEFIT	PAID BY	FULL-TIME ASSOCIATES	PART-TIME ASSOCIATES 20-39 hrs/week	PART-TIME ASSOCIATES Less than 20 hrs/week
Hawaii Family Leave	UHA	Up to four weeks of leave each calendar year	Same as full-time	Same as full-time
Victims Leave	UHA	Maximum of 30 days of leave each calendar year	Same as full-time	Same as full-time

Available After 12 Months of Continuous Employment

BENEFIT	PAID BY	FULL-TIME ASSOCIATES	PART-TIME ASSOCIATES 20-39 hrs/week	PART-TIME ASSOCIATES Less than 20 hrs/week
Family and Medical Leave Act (FMLA)	UHA	Up to 12 weeks of leave per rolling 12 month period Up to 26 weeks of FMLA leave for military family leave	Must work a minimum of 1,250 hours during the 12 months period to be eligible for this leave	Not eligible
Leave Sharing Program	UHA	For associates experiencing a catastrophic medical hardship either personally or by an immediate family member	Same as full-time	Same as full-time

UHA PROVIDES ALL STATUTORY BENEFITS REQUIRED BY LAW

401(K) Plan

Employer Matching: UHA matches 50% of the first 10% of pay that Associate contributes
 Employee Contribution: Associates may contribute up to the Internal Revenue Service (IRS) allowable limit
 Profit Sharing: Determined at the end of the plan year, should UHA be profitable

Health Insurance

UHA offers two types of Medical Insurance:
 • UHA 3000, Drug Plan 90/10, Vision 100
 • UHA 3000, Drug Plan S, Vision 100

UHA will pay the monthly premiums for single, 2-party, and family coverage for eligible associates electing the base plan. The associate’s portion, if any, may be paid through the Flexible Spending Account on the 1st day of the month following date of hire

Dental Insurance

HDS Dental - Offers the largest network of dentists in Hawaii to choose from and your out-of-pocket expenses are minimized when you receive services from a HDS participating dentist

Single coverage will be paid by UHA and a portion of 2-party and family coverage will be paid by UHA. The associate’s portion may be paid through the Flexible Spending Account on the 1st day of the month following date of hire

Annual Personal Time Off (Accumulated) Years of Service	Full-Time	Part-Time (20-39 hrs)	Maximum Annual Accumulation (*2 times maximum annual accumulation)
0 - 59 months	20 days	Pro-rated amount based on hours worked	40 days
60 - 107 months	25 days	Pro-rated amount based on hours worked	50 days
108 months on	30 days	Pro-rated amount based on hours worked	60 days

*The PTO accumulation maximum will be capped semi-annually on June 30th and December 31st of each year

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