

401(k) Plan

In addition to the retirement plan, Marshfield Clinic has established a tax-deferred savings account. Eligibility requirements are: age 18, and benefit status or worked 1000 hours in a year. Upon eligibility, you may elect to set aside up to 100% of your salary on a tax-deferred or post tax basis subject to IRS limitations. The Clinic matches the first 6% of those savings 50 cents on the dollar up the annual compensation limit. Your money is invested according to the investment options you select.

Short Term Disability

The effective date of coverage is the first of the month following 90 days of employment. Includes a 7 calendar day elimination period, 70% salary continuation up to 90 days and 60% salary continuation during the 91 – 180 days.

Long Term Disability Insurance

Coverage is effective the first of the month following 90 days of employment. Benefits begin after 180 calendar days of disability and the benefit is 60% of pre-disability base salary.

Relocation Expense Reimbursement

The Clinic will reimburse you for your incurred relocation expenses up to \$2,500. Reimbursable relocation expenses require original receipts. Marshfield Clinic cannot reimburse expenses without the appropriate documentation. Note: All expenses are reportable to the IRS as income.

Employee Assistance Program (EAP)

Marshfield Clinic staff, employees, and their immediate families may utilize the Clinic's EAP for assistance and referral for personal concerns and challenges. The program is voluntary and confidential.

This summary is designed to acquaint you with general information about some current employee benefits. More information regarding the benefits is addressed in the Clinic's Policy and Procedure Manual, Employee Handbook, and Summary Plan Documents. **Marshfield Clinic reserves the right to revise, supplement, or rescind any policies from time to time as it deems appropriate, in its sole and absolute discretion.** Employees will be notified of changes through e-memos and on-line publications.