

EMPLOYEE CARE FUND

A Symphony of Sharing

Helping each other in times of need

We Care



What is the Blount Memorial Hospital Employee Care Fund?

The Employee Care Fund (ECF) provides a meaningful way for members of the Blount Memorial family to help each other in times of need. Blount Memorial Hospital, its employees and the Blount Memorial Foundation and Community Outreach established the ECF to support employees and their families who experience temporary financial hardships due to a medical or personal emergency. ECF grants help employees get back on their feet with basic necessities and are intended for use by those who do not have other resources to help themselves.

Who can apply?

All full- and part-time Blount Memorial employees are eligible to participate. The program does not cover contract or temporary employees, employees on unpaid leave or long-term disability, or retirees. Applicants must be employed in good standing with no job performance issues.

What are the eligibility requirements?

The ECF is designed to offer short-term, temporary assistance and cannot serve as permanent income replacement. To be considered for an ECF grant, applicants must demonstrate that they have exhausted all other resources.

Grants are awarded to help employees who experience financial setbacks due to a catastrophic event.

Eligible events include, but are not limited to:

- natural disasters
- sudden death of an immediate family member
- unexpected, out-of-state death or illness of a family member
- car repairs for the vehicle an employee relies on to get to work
- extraordinary medical expenses not covered by insurance, which put the family behind in rent or mortgage payments

The ECF will not grant assistance with:

- legal fees
- expenses associated with divorce settlements or child custody cases
- lost compensation due to missed time from work
- routine, on-going, long-term and elective medical expenses
- credit card or personal payday loan debt
- ongoing financial problems
- benefits during new hire waiting periods

What type of help does the ECF provide?

The maximum funding awarded to an individual employee is \$1,000 in a 12-month period and \$2,500 over a lifetime. This amount may be increased on a case-by-case basis or if additional grant funds become available.

Due to the limited funds available, the level of support for certain requests may be modest in relation to the overall need. Every effort will be made to help applicants find additional options for support. Priority may be given to employees who are first-time ECF applicants.

How do I apply?

Eligible employees can apply twice per calendar year, however, there can be no more than one application per employee per crisis. Applications are available by calling human resources at 865-977-5659.

Completed applications are returned to human resources. Blount Memorial CONCERN counselors are available to help employees complete the application and to discuss other available assistance options in a confidential setting. While meeting with a CONCERN counselor is not required to be considered for funding, it is recommended.

What is the ECF advisory committee?

The ECF advisory committee is comprised of the hospital's human resource director, the Foundation and Community Outreach executive director and the director of Counseling and CONCERN in consultation with the CONCERN counselor who met with the applicant. The committee reviews the application upon receipt and informs the employee as soon as possible. If additional information is required, the employee will be contacted directly. In cases of dire emergency, the committee will attempt to make an immediate decision.

How are funds distributed?

When an application is approved, a check is mailed to the grant recipient or designate as soon as possible. Every attempt will be made to make checks payable directly to the creditor, such as a utility company; bank; phone service provider; property manager or auto repair facility.

How can I contribute to the Employee Care Fund?

The ECF is open for donations via payroll deduction. For more information, call the Foundation and Community Outreach at 865-977-5727. Employees do not have to contribute to the ECF to apply for assistance. The ECF advisory committee does not look at an applicant's contribution to the fund in making grant decisions.

Disclaimer: Funds can be disbursed only to the extent that funds are available through the account. In the event of a mass disaster, funds may not be available to assist all applicants.



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