

# EMPLOYEE BENEFITS SUMMARY 2019

## HOLIDAY SCHEDULE

9 Observed Holidays:

New Years Day	Thanksgiving & Day After
Memorial Day	Christmas
Independence Day	Martin Luther King Jr. Day
Labor Day	One Floating Holiday

## PTO (Paid Time Off)

### Regular Full-Time Hourly:

<u>Years of Employment</u>	<u>Hours/Year</u>
0-5 years	136 Hours
6-15 years	176 Hours
16-25 years	216 Hours
26+ years	256 Hours

### Regular Full-Time Salary:

<u>Years of Employment</u>	<u>Hours/Year</u>
0-5 years	176 Hours
6-15 years	216 Hours
16-25 years	256 Hours
26+ years	296 Hours

## 403B

In an effort to help our employees properly plan for the future, PrimaryOne health offers a tax-deferred 403(b) retirement savings plan. Employees are eligible to contribute on the date of hire. A base employer contribution of 2% of your salary is made bi-weekly upon hire, and employee contributions are matched up to an additional 2%. There is a graduated vesting schedule at 2, 3 and 4 years.

## GROUP INSURANCE PROGRAMS

Medical/Dental/ Vision/Disability benefits will start the first day of the month following your date of hire.

**Medical Benefits (United HealthCare):** Three plan options: HSA, HMO, PPO. HMO and PPO Plans include Healthcare Reimbursement Account.

**Premiums start at \$38.00 per semi-monthly deduction. See plan summaries for more details.**

*\*For employees working less than 30 hours, your deductions will be slightly higher. All rates and plans are provisional and are subject to change.*

**Dental Benefits (Delta Dental):** \$1500 annual plan max; 80% coverage on basic-major services. Company pays 50% of premium.

<u>Coverage Type</u>	<u>Semi-monthly Deduction</u>
Employee Only	\$8.50
Employee + Spouse	\$16.00
Employee + Child(ren)	\$17.00
Family	\$25.50

**Vision Benefits (VSP):** Coverage for exams, frames, and lenses. Employee pays 100% of premium.

<u>Coverage Type</u>	<u>Semi-monthly Deduction</u>
Employee Only	\$2.92
Employee + 1	\$4.91
Employee + 2	\$5.01
Employee + 3 or more	\$8.08

## EDUCATION ASSISTANCE

PrimaryOne Health will reimburse 50% of tuition, books and fees up-to an annual limit of \$5,250 for classes related to your current or future employment with PrimaryOne Health.

## PROFESSIONAL DEVELOPMENT

PrimaryOne Health employees are able to use Continuing Education dollars to originate or maintain certifications & licensures, attend seminars, purchase reference material etc. Amounts vary based on position / supervisor approval.

## EMPLOYEE ASSISTANCE PROGRAM

PrimaryOne Health employees are also eligible for a full-service Employee Assistance Program. Members and their families can receive confidential help in coping with family problems, substance abuse, financial difficulties, legal difficulties and other concerns by scheduling a consultation.

## OTHER BENEFITS

- ◆ Life / AD&D Insurance (1.5 x base salary)
- ◆ Supplemental Life Insurance (Guaranteed Issue)
- ◆ Short-Term Disability
- ◆ Long-Term Disability
- ◆ Long Term Care
- ◆ Flexible Spending Accounts (Medical/Dependent Care)
- ◆ Employee Wellness Program
- ◆ Federal Loan Repayment Programs