

# EMPLOYEE BENEFITS SUMMARY 2022

## HOLIDAY SCHEDULE

11 Observed Holidays plus Floating Holiday:

New Years' Day  
 Martin Luther King, Jr. Day  
 Memorial Day  
 Juneteenth  
 Independence Day  
 Labor Day  
 Day Before Thanksgiving (1/2 Day—close at noon)  
 Thanksgiving Day  
 Day After Thanksgiving  
 Christmas Eve (1/2 Day—close at noon)  
 Christmas Day  
 Floating Holiday

## PTO (Paid Time Off)

### Regular Full-Time Hourly:

<u>Years of Employment</u>	<u>Hours/Year</u>
0-5 years	136 Hours
6-10 years	176 Hours
11-15 years	196 Hours
16-20 years	216 Hours
21-25 years	236 Hours
26+ years	256 Hours

### Regular Full-Time Salary:

<u>Years of Employment</u>	<u>Hours/Year</u>
0-5 years	176 Hours
6-10 years	216 Hours
11-15 years	236 Hours
16-20 years	256 Hours
21-25 years	276 Hours
26+ years	296 Hours

## GROUP INSURANCE PROGRAMS

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

- Medical Benefits (CIGNA):** Two plan options: HSA and HMO. HMO Plan includes company-paid Healthcare Reimbursement Account; HSA includes company contribution.
 

*\*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.
- Vision Benefits (VSP):** Coverage for exams, frames, and lenses. PrimaryOne Health offers basic and enhanced Vision plans to meet your families' needs. Employee pays 100% of premium.
- Accidental, Critical Illness and Hospitalization Plans (Allstate):** PrimaryOne Health offers multiple plans to support your health insurance in case of unexpected events. Employee pays 100% of premium.

## 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.

## 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 / 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 use disorders, 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
- ◆ Accident Insurance, Critical Illness, and Hospitalization
- ◆ Flexible Spending Accounts (Medical/Dependent Care)
- ◆ Employee Wellness Program
- ◆ Federal Loan Repayment Programs

