



Great Benefits for a Great Place to Work

BENEFITS	When eligible??	VENDOR	Brief description
Health Insurance BCBS	90th day of employment		
PPO (Preferred Provider Organization)	Qualifying events: 90th day of employment, loss of health insurance, open enrollment 12/25	Blue Cross and Blue Shield	PPO Co-Premium Individual - 91.92 Family - 240.06 With PPO plans you have more flexibility. A primary care physician is not required. You can go to any health care professional you want without a referral.
HMO (Health Maintenance Organization)		Blue Cross and Blue Shield	HMO Co-Premium Individual - 48.09 Family - 125.60 With the HMO plan you pick a primary care physician. All your health care services go through that doctor before seeing another health care professional -referrals are required. (except in an emergency)
Weight Loss Reimbursement		Blue Cross and Blue Shield	included with BCBS plan
Fitness Benefit Reimbursement		Blue Cross and Blue Shield	included with BCBS plan
Dental Insurance Delta Dental	After a successful completion of 6 mo. training period, loss of dental insurance, Open enrollment 04/01	Delta Dental	no co-premium
403(b) Thrift Plan	All employees are eligible to participate and make salary reductions contributions	Mutual of America	After 1 year of employment all eligible employees become employer base and will receive 3% of employer contributions and employer will match an additional 1.5% to those employees who are making a voluntary contribution. Employees are fully vested after 6 years of employment. (All employees can start a voluntary contribution at their date of hire.
Discounted Gym membership	All employees are eligible to receive discounted rate through Healthtrax	Healthtrax	Employee benefits include: 50% discount off membership dues Convenient payroll deduction of monthly billing Registration fee of only \$49.00 100% Member Satisfaction Preferred member rates on specialty programs
Smoking Cessation	All employees are eligible to receive reimbursement prior to approval	Deaconess	If you smoke and if you see this as an opportunity to try and quit, Deaconess will reimburse you for smoking cessation materials and treatment



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15% Discount though Verizon	All employees are eligible to receive discounted rate through Verizon	Verizon	15% Discount applies to most voice and data plans with a monthly access fee of \$34.99 or higher (see plan details for more information) Benefit from -instant discount - special online -only pricing free shipping
Tuition Reimbursement	After successfully completion of one year employment	Deaconess	Employees may request tuition/fee reimbursement relevant to his or her job responsibilities of no more than 3,000 per fiscal year (July1 - June 30) Grade A or B or Pass (for a pass fail course) = 100% Grade C = 50% Below a grade C = 0%
Sick time	First day of employment	Deaconess	Employees will start to accrue sick time the 1st day of employment but cannot begin to use any accrued earned sick time until their 90th day of employment. The amount of sick time earned and the amount of accrual differs depending on the employees Regularly Scheduled Work Week and the date of hire. All employees employed as of the beginning of the fiscal year (July 1) will follow a schedule... 54 hours will receive 54 in advance no carry overs 30-40 hours will receive 40 hours in advance no carry overs Less than 30 hours - 1 hour every 30 hours worked advanced regularly scheduled work week hours up to 40 hours can be carried over
Vacation time	after a successful completion of 6 mo training period	Deaconess	Employees are encouraged to use their vacation time each year. The amount of vacation time allocated is based on the length of service, regular scheduled workweek, and employee's regular rate of pay at the time of the vacation is paid.
Flu Clinic	Date of hire	Deaconess/Rite Aide	To minimize transmission of the influenza virus in the workplace by providing occupational protection to employees and thus preventing transmission to members of the community, which we serve. Deaconess will cover any expenses for the flu clinic if not covered by your health insurance (no-insurance or co-payments)
Employee Services Program	Date of hire	Family Services	A voluntary, work-based program that offers free and confidential assessments, short-term counseling, referrals, and follow-up services to employees and their families who have personal and/or work-related problems.