



EMPLOYEE BENEFITS

The chart below shows a summary of available benefits

*FR=Full-Time Regular Employee; *PR=Part-Time Regular Employee scheduled for 20 hours or more per/wk;

ALL=Full-Time Regular Employees,

Part-Time Regular Employees scheduled for 20 hours or more per/wk, Part-Time Regular Employees scheduled for less than 20 hours per/wk, and Temporary employees.

TYPE OF BENEFIT	WHOSE ELIGIBLE	DESCRIPTION OF THE BENEFIT	ELIGIBILITY
Health Insurance	FR	Employee options: BCBS Deductible-based, BCBS Copay-based medical plan. CVS prescription plan included. Premiums may be deducted on pre-tax basis. Generic medications on the CVS Caremark maintenance drug list will be FREE when prescriptions for these medications are filled at CVS.	The (1) first day of the month following date of hire and at Annual Enrollment
BTNRH Clinic	FR	Use of facilities at all our clinics. Charges coordinated with medical ins. SPECIAL NOTE: If covered services are provided by Boys Town physicians, Boys Town National Research Hospital or Boys Town National Research Clinics, any applicable deductible or co-pay amounts are waived. You MUST be enrolled in FFBH medical insurance in order to see a Boys Town physician at no charge.	The (1) first day of the month following date of hire and at Annual Enrollment
Dental Insurance	FR	Employee may elect PPO/Premier dental plan. Two free oral examinations and treatments including cleaning, scaling and polishing each calendar year.	The (1) first day of the month following date of hire and at Annual Enrollment
Vision Insurance	FR	Quality, affordable vision care through provider network. Receive a complete examination, as well as spectacle lenses and frames, or contact lenses. Participants may also be eligible for discounted refractive eye surgery if there is a participating laser eye surgeon in your area.	The (1) first day of the month following date of hire and at Annual Enrollment
Flexible Spending Accounts	FR	Employee may elect to set up reimbursement accounts with pre-tax dollars to pay for eligible dependent care expenses and un-reimbursed eligible medical expenses.	The (1) first day of the month following date of hire and at Annual Enrollment
Life Insurance	FR	Amt. Of coverage based on annual salary (2 1/12 x annual salary). Maximum \$200,000	Upon Employment
Voluntary Life	FR	Employee may purchase additional term life insurance and accidental death & dismemberment insurance on self, spouse, & children.	Upon Employment
Sick Leave	FR	For short periods of illness. Percentage of pay is determined by length of employment. Example: 5 days of sick leave are available per year for the first 4 years of employment.	After 90 days from date of hire
Long-Term Disability	FR	66 2/3% of salary after 90 day waiting period – Maximum \$7,500 per month. Salary adjusted to equal premium costs.	After 90 days from date of hire

TYPE OF BENEFIT	WHOSE ELIGIBLE	DESCRIPTION OF THE BENEFIT	ELIGIBILITY
401(k) Plan	ALL	PromiseShip matches your contributions with \$1.00 for every dollar you contribute, up to 6% of your compensation Vesting schedule of PROMISESHIP contributions: 0%-less than 2 years; 25%-2 years; 50%-3 years; 75%-4 years; 100%-5 years.	Deduction and contribution begins automatically at 3% after (60) sixty days of active employment Vesting schedule begins Upon Employment
Holidays	FR & PR	9 full days (New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Friday after Thanksgiving, Christmas Eve, Christmas Day and 1 full floating holiday). Part time employees receive 4 hours for an 8 hour holiday.	Upon Employment
Vacation	FR & PR	<p style="text-align: center;">Based on years of service</p> <p style="text-align: center;">Full-Time Regular</p> Exempt and Non Exempt employee accrual rate: 4.33 hrs per pay period-104 hours per yr 6.00 hrs per pay period-144 hours per yr 7.66 hrs per pay period-184 hours per yr <p style="text-align: center;">Part-Time Regular</p> 2.20 hrs per pay period-53 hours per yr 3.00 hrs per pay period-72 hours per yr 4.00 hrs per pay period-96 hours per yr <p style="text-align: center;">Employees may accrue up to 320 hours of vacation.</p>	Upon Employment During 1 st two years During 3 rd – 4 th years After (4) four years During 1 st two years During 3 rd – 4 th years After (4) four years
Employee Assistance Program	ALL	Provides confidential professional service that assists employee or family member in overcoming personal concerns that may jeopardize job productivity, continued employment or quality of life.	Upon Employment
Credit Union	ALL	Checking accounts, share accounts and loan services available for employees and families. Must have PROMISESHIP ID to open account.	Upon Employment