



## 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	WHO IS ELIGIBLE	DESCRIPTION OF THE BENEFIT	ELIGIBILITY
<b>Health Insurance</b>	<b>FR</b>	Employee options: 2 BCBS Deductible plans. CVS Caremark prescription plan included. Premiums may be deducted on pre-tax basis. Generic medications on the CVS Maintenance List will be FREE when prescriptions for these medications are filled.	The (1) first day of the month following date of hire and at Annual Enrollment
<b>BTNRH Clinic</b>	<b>FR</b>	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/PromiseShip 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
<b>Dental Insurance</b>	<b>FR</b>	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
<b>Vision Insurance</b>	<b>FR</b>	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
<b>Flexible Spending Accounts</b>	<b>FR</b>	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
<b>Life Insurance</b>	<b>FR</b>	Amt. Of coverage based on annual salary (2 1/12 x annual salary). Maximum \$200,000	Upon Employment
<b>Voluntary Life and AD&amp;D</b>	<b>FR</b>	Employee may purchase additional term life insurance and accidental death & dismemberment insurance on self, spouse, & children.	Upon Employment
<b>Sick Leave</b>	<b>FR</b>	PromiseShip provides 80 hours of Sick Time each calendar year. Sick Time can be used for the employee's own illness or medical appointments, a qualified family member's illness or medical appointments, the birth of an employee's child and/or to bond with the employee's newborn or newly adopted/fostered child, or for public health reasons.	After 90 days from date of hire
<b>Extended Illness Benefit (EIB)</b>	<b>FR</b>	PromiseShip provides 520 hours each calendar year. It can be used for the employee's <i>own</i> serious health condition or disability while on an approved leave of absence under FMLA or ADA. A schedule of benefits based on an employee's years of service determines the number of hours paid at 100% or 66 2/3% of salary.	After 180 days in a full-time position

TYPE OF BENEFIT	WHO IS ELIGIBLE	DESCRIPTION OF THE BENEFIT	ELIGIBILITY
<b>Long-Term Disability</b>	<b>FR</b>	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
<b>401(k) Plan</b>	<b>FR &amp; PR</b>	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 <b>Vesting schedule begins Upon Employment</b>
<b>Holidays</b>	<b>FR &amp; PR</b>	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
<b>Vacation</b>	<b>FR &amp; PR</b>	<b>Based on years of service</b> <b>Full-Time Regular</b> 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 <b>Part-Time Regular</b> 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 Employees may accrue up to 320 hours of vacation.	Upon Employment  During 1 <sup>st</sup> two years During 3 <sup>rd</sup> – 4 <sup>th</sup> years After (4) four years  During 1 <sup>st</sup> two years During 3 <sup>rd</sup> – 4 <sup>th</sup> years After (4) four years
<b>Educational Assistance</b>	<b>FR</b>	Tuition assistance packages through Bellevue University are available up to \$5250 for employees and \$2500 for family members pursuing a Bachelors or Masters Degree.	Upon Employment
<b>Employee Assistance Program</b>	<b>ALL</b>	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
<b>Credit Union</b>	<b>ALL</b>	Checking accounts, share accounts and loan services available for employees and families. Must have PromiseShip ID to open account.	Upon Employment