

## Employee Benefits Summary



### Health & Life Insurance<sup>1</sup>

- Medical and Dental insurance<sup>2</sup> through Anthem, with several plan choices offering free preventative care and coverage for partners and children
- Flexible Spending Account (FSA) for out-of-pocket health care expenses
- Dependent care: employees can contribute up to \$5,000 to spend on childcare costs for child(ren) up to age 13
- Benhaven-provided life insurance: free and equivalent to 1 year's salary
- Voluntary life insurance coverage
- Long-term Disability (LTD) insurance offered



### Paid Time Off (additional program-specific benefits may apply)

- 10 sick days, accrued bi-weekly<sup>3</sup>
- 3 personal days
- Vacation days, 10 days upon hire, accrued bi-weekly
- Paid vacation for part-time staff effective January 2022



### Retirement

- 403(b) self-funded retirement plan through Mutual of America for all employees
- 401(a) Benhaven profit-sharing contributions<sup>4</sup> for all employees (based on certain criteria)



### Other Benefits (additional program-specific benefits may apply)

- Promotion potential
- Access to Employee Assistance Program (EAP)
- Education Stipend
- Employee Referral Bonus
- Employee Incentives

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<sup>1</sup> Employees working 30+ hours/week are eligible.

<sup>2</sup> Eligible beginning 60 days after date of hire.

<sup>3</sup> Part-time staff earn 1 hour of sick leave per 30 hours worked.

<sup>4</sup> Information located in the Benhaven Handbook on page 17.