

HOSPICE OF THE PRAIRIE & PRAIRIE HOME HEALTH
Benefits Outline

<i>Benefits for Full-Time Employees (Defined as 30 or more hours per week)</i>						
Benefit	Provider	Eligibility	Paid by Hospice	Paid by Employee	Basis	Frequency
Health Insurance	United Healthcare	1st of the month following 30 days Employment	100% Employee Premium Will pay up to: \$350. For Spouse Prem. \$300. Child Prem. \$700 Family Prem.	varies based on dependent ages Give ages to get accurate quotes for employee portion	Pre-Tax Deduction	Twice per Month
Dental Insurance	Delta Dental	1st of the month following 30 days Employment	100% Employee Premium Will pay up to: \$25. For Spouse Prem. \$25. For Child Prem \$50. For Family Prem	varies based on dependent coverage selected	Pre-Tax Deduction	Twice per Month
Life Insurance \$25,000 Benefit	United Health	1st of the month following 30 days Employment	100% Employee Premium			
Paid Time Off		Time Accrues from first hour. Can use after 90 days of employment	Based on 40 hr work week 22 Days/Year 1-4 years 27 Days/Year 5-9 years 32 Days/Year 10+ years		PTO is used for Vacation, Holidays, and Sick Leave.	Accrues .08462 Hours for each hour worked.
Continuing Education	Various		Registration Fee, Time spent in Class.	Travel Expenses	Hospice pays directly to class provider.	
<i>Optional Benefits - Full or Part Time</i>						
401K / ROTH	Nation Wide	Must be an employee for 1 year before eligible	Employer contribution varies from 2% to 4% depending on employees percentage election. Profit Sharing is discretionary	Employee contributes % not to exceed \$18,000 per year	Pre-Tax Deduction After-Tax Deduction	Each Payroll Each Payroll
Flex Benefit Plan	Aflac	Unreimbursed Medical Dependent Child Care		Employee Annual Designation	Pre-Tax Deduction	Annual Election/26
Supplemental Life	Aflac			100% of Premium	Pre-Tax Deduction	Annual Premium/26
Cancer Insurance	Aflac			100% of Premium	Pre-Tax Deduction	Annual Premium/26
Disability Insurance	Aflac			100% of Premium	After Tax Deduction	Annual Premium/26
Vision	Vision Care Direct			100% of Premium	Pre-Tax Deduction	Annual Premium/26