

Fellowship Health Resources, Inc. (FHR) provides an array of benefits to meet the diverse needs of our staff. Our comprehensive benefit programs are listed below. All employees regularly scheduled to work 30 hours per week or more are eligible for **benefits and paid-time off** the first of the month following one (1) month of active employment in a regularly scheduled position.

- ❖ **Company Paid Benefits:**
 - ✓ Life Insurance: One times annual salary to a maximum of \$100,000
 - ✓ Long-term Disability: 60% of monthly salary to a maximum of \$5,000 after 6 months of disability.
 - ✓ Employee Assistance Program: Confidential source for employees and their family members facing a wide variety of personal concerns. Experienced, compassionate consultants are available 24 hours a day, 365 days a year to provide immediate support as well as referral and follow-up services.
- ❖ **Blue Cross Blue Shield Medical:** Employees may choose between two HealthMate Coast-to-Coast PPO Plans. Each of these plans has an extensive network of healthcare providers offering comprehensive coverage for preventative healthcare services, specialist programs, and prescription coverage. Employees may choose Individual, 2-Person, Family, or Domestic Partner coverage.
- ❖ **Delta Dental:** Employees may choose between Standard and High-Option plans. Delta provides the largest national network of participating dentists. Employees may choose Individual, Family (2 enrollees=Family coverage), or Domestic Partner coverage.
- ❖ **Vision Service Plan:** Eyecare and eyewear discounts are available through this supplemental plan.
- ❖ **Short-term Disability:** (excludes RI employees) 60% of weekly salary to a maximum of \$500 after 7 days on injury/illness.
- ❖ **Flex Spending Accounts:** Convenient debit card available to pay for eligible out-of-pocket health care and dependent care through pre-tax deductions.
- ❖ **403(b) Ascensus Retirement Plan:** Opportunity to save for retirement thorough an array of investment vehicles with investment advice from a Merrill Lynch Advisor. Employees are eligible to join date of hire, or the first of any month thereafter.
- ❖ **Additional Benefits:**
 - ✓ Tuition Reimbursement: With one year of service, 75% of eligible expenses may be paid up to \$1500 per fiscal year.
 - ✓ Referral Bonus: \$300 for qualified candidates
 - ✓ Auto & Home Insurance discounts through Liberty Mutual and Pet Insurance through VPI
 - ✓ Voluntary benefits such as Supplemental Life, Accident and Critical Illness through Lincoln Financial Group
 - ✓ College Bound Fund and Direct Deposit available.
 - ✓ TicketsatWork offers exclusive discounts, special offers and access to preferred seating and tickets to top attractions, theme parks, shows, sporting events, movie tickets, hotels and much more.
- ❖ Paid-Time Off & Extended Sick Leave Accruals (ESL) are as follows. Additional details available upon hire.

| Level | Non ELT | PTO Accrual | PTO Max | ESL Accrual | ESL Max |
|-------|---|----------------|------------|----------------|------------|
| 1 | 0 to end of 4 th year benefit eligibility | 15.34 | 147 | 4 | 200 |
| 2 | 5 th year to end of 9 th year benefit eligibility | 18.67 | 179 | 4 | 200 |
| 3 | After 10 th year benefit eligibility | 22.67 | 218 | 4 | 200 |

- ❖ ***Holidays:*** All benefit eligible employees will be immediately entitled to receive Holiday pay for the following 6 major holidays: New Year's Day, Memorial Day, Fourth of July, Labor Day, Thanksgiving, Christmas. Employees and managers working in 24 /7 programs, providing direct care and scheduled to work the holiday will receive Holiday pay **and** straight time for all hours worked.