



The following benefits are available to full-time (32 to 40 hours per week) and part-time (20 to 31 hours per week) employees.

Health Insurance – ND BC/BS Comp Choice 80 or Blue Saver 100 High-Deductible Plan. Both plans are Non-Grandfathered. Effective 1st of the month after hire. **No network but use BC/BS providers.** Spouse and dependent coverage available.

Health Savings Account (HSA) enrollment with Hospice Health Insurance Blue Saver 100 High-Deductible Plan. Employer contribution semi monthly. Effective 1st of the month after hire.

Dental Insurance – NO NETWORK

Effective 1st of the month after hire. Includes orthodontia coverage. Spouse and dependent coverage available.

Term Life Insurance & Accidental Death & Dismemberment

Effective 1st of the month after hire. Premium paid 100% by Hospice.

Short Term Disability & Long Term Disability Benefit

Effective 1st of the month after hire. Income replacement. Premium paid 100% by Hospice.

Voluntary Term Life Insurance and AD&D

Eligible 1st of month after hire. Employee pays premiums through payroll deduction. Spouse and dependent children coverage available. Group rates, guaranteed issue at hire.

Vision Insurance – USE NETWORK PROVIDERS

Voluntary benefit. Effective 1st of the month after hire. Employee pays premium through payroll deduction. Spouse and dependent coverage available.

Flexible Spending Accounts

Eligible 1st of month after hire. Pre-tax savings for dependent care, unreimbursed medical expenses and pre-tax option for Non-Employer Sponsored Premiums.

Cancer Solution Plan

Eligible 1st of month after hire. Optional Benefit, Employee pays premium through payroll deduction.

401(k) Retirement Plan

Eligible if age 21. PRN Employees excluded from participation. Eligible employee can start deferring immediately upon hire. Employer Match starts first quarter **after** 12 month waiting period **and** 1000 hours worked in 12 month period. Match is 2/3 of first 6% of an employee's deferral (or 4% in this example). Maximum match is 4%. Fully vested for match dollars after 5 years. \$2 per month fee to participate.

License Fee Reimbursement – Employee pays for primary license, HRRV reimburses for secondary license after 6 months of employment.

PTO – Paid Time Off

– Accrues immediately upon hire, pro-rated based on hours worked. Combines Vacation, Sick, Holiday and Personal Day accruals into one bank. Accrual rate will increase based on years of service. A new hire full time, non-exempt employee at 1.0 FTE would accrue 25 days (200 hours) in a 12 month period. Maximum balances depend on years of service. 1-5 years have a 240 hr maximum balance.

Employee Assistance Program

Confidential assistance with personal or work issues 24/7.