

# Summary of Employee Benefits and Services



**WesternHome**  
services

# Summary of Employee Benefits and Services

Benefits	Who is Eligible	Cost to Employee:	When Eligible	What you Receive
<p><u>Health/Dental/Vision Insurance</u></p> <p><b>Wellmark – HSA</b></p> <p><b>Wellmark – Traditional</b></p> <p><b>Delta Dental</b></p> <p><b>Avesis Vision</b></p>	<p>Regular FT employees with 30+ hours/week</p> <p>Non-Tobacco/Nicotine User</p> <p>Tobacco/Nicotine User</p> <p>Non-Tobacco/Nicotine User</p> <p>Tobacco/Nicotine User</p>	<p>Single: \$148.58/month Double: \$349.76/month Family: \$567.46/month</p> <p>Single: \$233.48/month Double: \$544.98/month Family: \$866.78/month</p> <p>Single: \$306.65/month Double: \$774.45/month Family: \$1,234.56/month</p> <p>Single: \$389.53/month Double: \$964.11/month Family: \$1,536.91/month</p> <p>Single: \$14.01/month Double: \$40.08/month Family: \$78.34/month</p> <p>Single: \$11.53/month Double: \$20.53/month Family: \$30.72/month</p>	<p>First Day of the month after hire.</p>	<p>***Please note: Spousal exclusion applies for medical (Wellmark) if your spouse is eligible and offered medical coverage through their employer.***</p> <p>0% co-insurance after the deductible of \$3000 for single/\$6000 for double and family is met.</p> <p>WHS will contribute \$1000 to single and \$2000 for double and family for medical expenses and place it in a Health Savings Account with Lively</p> <p>\$30 co-payments/ 20% co-insurance. \$2000/\$4000 deductible \$4000/\$8000 out of pocket max./yr Prescription Coverage \$10/30/55 <i>*\$100/300 deductible on Non-Generic Prescription</i></p> <p>\$25/\$75 deductible 2 checkups/year are covered 100% Orthodontic coverage for dependents up to 19 years of age.</p> <p>\$10 co-pay for vision exam and \$15 co-pay for materials. Exam, lenses or contact every 12 months &amp; frames every 24 months.</p>

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Life Insurance	Regular FT employees with 30+ hours/week	WHC pays entire premium	First Day of the month after hire.	1X your annual salary.
Voluntary Life Insurance	Regular FT employees with 30+ hours/week	Employee pays 100%	First Day of the month after hire.	Amount elected by the employee.
Reimbursement Accounts (Flexible Benefits)	Regular FT employees with 30+ hours/week	Employee pays 100%	First Day of the month after hire.	Pre-tax payroll deduction for child care, dependent adult care, non-reimbursed medical and dental expenses.
Paid Time Off	Regular FT and PT employees	———	Available 90 days after hire. Starts accruing from first day.	Accrual based on hours worked and seniority. 0-4 years : .057/hr = 14 days 5-9 years : .083/hr = 19 days 10-17 years: .112/hr = 26 days 18+ years: .144/hr = 32 days  <i>***Days calculated are based off of working 40 hours per week.***</i>
Temporary Disability	Regular FT and PT employees	———	Available 90 days after hire. Starts accruing from first day.	Accrual of up to 6 days per year to maintain salary during personal illness lasting more than 3 work days
Wellness Program Reimbursement	Regular FT or PT employees	———	Available 6 months after hire	Western Home Services will reimburse FT employees \$100 & PT employees \$50 each calendar year, who participate in Wellness Programs.

<b>Benefits</b>	<b>Who is Eligible</b>	<b>Cost to Employee:</b>	<b>When Eligible</b>	<b>What you Receive</b>
Educational Assistance	All employees	_____	1 year	-Scholarships are awarded annually to employees who wish to further their education in the health care field.  -Tuition reimbursement -Student loan repayment is available for LPN and RN programs.
Employee Assistance Program (EAP)	All employees	WHC pays 100%	Upon hire	EAP offers confidential short-term counseling for employees and their immediate family members for 3 sessions/per person/per issue/per calendar year.
401K Retirement Plan	All Employees 18 years of age and over.	WHC and Employee	First day of work.	Tax deferred plan by contributing pretax earnings into a retirement program. WHS will match her/his contribution dollar for dollar, up to 3% of the employee's gross earnings, with an additional 50% match on the next 2%
Continuing Education	All Employees	_____	Upon Hire	In-services provided at no charge to all employees.
Discounts at Table 1912, Gilmore's Pub, The Market and Salon Iris	All employees	_____	1st day of employment	All employees are eligible to receive a 10% discount when showing their name badge.

**Western Home Communities is a charitable, Christian service organization that assertively creates fulfilling lifestyles for those we serve, their families and our employees.**

*For more details about these programs, please contact Human Resources.*