

# Employee Benefits

Effective January 1, 2021 to December 31, 2021



## ELIGIBILITY REQUIREMENTS FOR COVERAGE:

All eligible employees working 30+ hours per week and their spouses, domestic partners and dependents to age 26 are invited to participate in AllHealth Network's employee benefits program.

Coverage is effective the first day of the month following your date of hire and renews on a calendar plan year.

## PAID TIME OFF\*:

AllHealth Network combines vacation and sick days under one time bank referred to as Paid Time Off (PTO). Accrual of PTO is as follows:

Length of Service	PTO Days Earned Per Year*
< 2 years	20
2-4 years	25
5+ years	31

## PAID HOLIDAYS\*:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving Day
- Day following Thanksgiving
- Christmas Day

**\*Note:** PTO & Holiday will be prorated for employees who work >30 but <40 hours/week.

## 401 (k) – RETIREMENT PROGRAM

AllHealth Network will match 50% of your contribution, up to 6% of deferred compensation. AllHealth Network offers both Traditional and Roth contributions with a five-year vesting schedule on the employer match:

- 1 year of service = 20%
- 2 years of service = 40%
- 3 years of service = 60%
- 4 years of service = 80%
- 5 years of service = 100%

(One year of service = working 1,000 or more hours in a calendar year)

## EMPLOYER PAID BENEFIT PLANS:

- Group Term Life and AD&D
- Long Term Disability
- Employee Assistance Program
- Employee Wellness Programs

## EMPLOYER SHARED COST & VOLUNTARY BENEFIT PLANS:

- Medical Insurance (Kaiser Permanente)
  - HMO Plan – In Network Only
  - HMO Deductible – In Network Only
- Dental Insurance
- Vision Insurance
- Flexible Spending Accounts
  - Medical and Dependent Care
- Short Term Disability
- Voluntary Life and AD&D
- Aflac – Cancer, Accident, and Hospital
- LegalShield – Legal and IDShield

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