

PLEASANT VIEW BENEFIT HIGHLIGHTS

Supporting people with Disabilities

INSURANCE AVAILABLE

HEALTH INSURANCE

<i>*see back for rates and more information</i>
DENTAL

<i>*see back for rates and more information</i>
VISION

<i>*see back for rates and more information</i>

EMPLOYER PROVIDED BASIC LIFE

Coverage begins the 1st of the month following 30 days of employment. Amounts include:

Executives and Directors	\$ 100,000
Supervisors	\$ 50,000
All Other Benefit Eligible	\$ 25,000

HEALTH REIMBURSEMENT ACCOUNT (HRA)

Pleasant View provides \$500 towards the health insurance deductible for every employee who has health insurance through the agency. This account is administered by LD&B insurance.

FLEXIBLE SPENDING ACCOUNT

This savings account is voluntary and a before-tax payroll deduction. The account allows you to contribute a portion of your regular earnings to pay for qualified expenses related to medical and dental costs. Any money remaining up to \$550 will rollover to the next plan year.

LONG TERM DISABILITY

Pleasant View pays the premium for LTD benefit for full-time employees. LTD starts on the 91st day of incapacity. The benefit payment is made by a third-party provider (LD&B).

As an employee of Pleasant View Inc., you become a part of an agency that is committed to providing the best quality care to individuals with developmental and intellectual disabilities. In order to provide the best quality care, Pleasant View equips all **full-time** employees with a wide variety of available benefits for employee selfcare

ADDITIONAL BENEFITS AVAILABLE

SMALL-DOLLAR LOAN ASSISTANCE

Through Everence Federal Credit Union, Pleasant View, Inc. provides qualified employees with access to an employer-sponsored loan. This is an advance of up to \$1,000 to help employees with emergency / unplanned needs. Employees will be charged interest for the loan at a competitive rate. The loan will be paid back by payroll deductions. Employees must be actively employed in good standing with a minimum of 12 months of service.

TUITION REIMBURSEMENT

Once a full-time employee reaches six months of employment that employee is eligible for tuition assistance. Classes are eligible up to \$2000 per year.

EMPLOYEE ASSISTANCE PROGRAM

WorkLifeMatters (EAP) provides employee and their family members with confidential, personal and web-based support on a wide variety of topics

ADDITIONAL SUPPLEMENTAL INSURANCE

Available through payroll deduction: AFLAC, Legal Shield, Guardian Voluntary Life, and Colonial Life.

BENEFIT LEAVE TIME (BLT)

Eligible employees earn BLT based on their length of service as outlined below. Employees have a maximum accrual of 240 hours. Any accrued hours over 240 will automatically be paid on status / anniversary date. Accruals:

Length of service	Hours per Month
1 month – 35 months	13.34
36 months	16.67

In addition, employees earn an extra 4 weeks of bonus time on their 10th and subsequently every 10 years of service.

SICK TIME

Eligible employees receive 40 hours of sick time on his/her hire date, there after receive eighty 80 hours on his/her anniversary date, up to a maximum accrual of 480 hours.

ON-CALL TIME

On-call employees will accrue 4 hours of on-call time when they are primary or secondary on-call. Non-Exempt employees are paid for actual hours worked.

403(B)/403(B) ROTH

Employees that work more than 20 hours per week are eligible for enrollment. Employees have the option for pre-tax or post-tax contributions. Pleasant View matches immediately up to 50% of employee's contribution not to exceed 2% of compensation. Employees become 100% vested after 3 years of service.