

## VNA EMPLOYEE BENEFITS SUMMARY

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### **Robust Internal Training / Time Off for CEU's**

### **Medical / Pharmacy Coverage: Anthem Blue Cross PPO with Employee Assistance Program**

\$1,000 deductible / \$2,000 maximum out of pocket includes deductible

### **Anthem Blue Cross Employee Assistance Program:**

Anthem's Employee Assistance Program (EAP) is confidential information, support, and referral service offering tools and resources designed to help maximize productivity and meet the challenges of modern life. As an employer-sponsored program, EAP services are available to employees and their household members at no additional cost to them. Areas frequently addressed by the EAP include:

\* Child care and parenting \* Helping aging parents \* financial issues \* Legal concerns \* Work and career \* Emotional well-being \* Addiction and recovery \* Wellness and prevention \* Concierge and convenience services \* Life events \*

### **Dental: Guardian Self Insured (any dentist network)**

\$50 deductible / Annual benefit = \$2,000

Preventative care paid at 100% - employee 0%

Basic Care paid at 80% -employee 20%

Major Care paid at 50% - employee 50%

### **Vision: Guardian VSP**

Free annual exam

\$100 allowance bi annually toward prescription eyewear

20% discount off most items

### **Life / AD&D Insurance**

Equal to one year's annual salary

### **403(b) Retirement Fund**

Immediately begin vested contributions through payroll deduction

Annual Agency contribution equal to 3% of annual salary after one year / 1000 hours of service

### **Paid Time Off (PTO)**

Full time employees earn up to a maximum of 240 hours of PTO annually. PTO balances greater than 80 hours may be cashed out upon request after one year of service.

### **Paid Jury Duty and Bereavement Leave**

**EMPLOYER PAYS 100% OF EMPLOYEE PREMIUMS FOR ALL COVERAGE.**

Employee may insure dependents by paying dependent premiums through payroll deduction.