

BENEFITS REFERENCE SHEET

As a new or prospective employee of Misericordia Home, we believe our total rewards makes us the employer of choice. Benefits for employees includes but is not limited to the following:

- Paid Time Off – is earned at a rate of 6.84 hours every 2 weeks for FT and 5.09 hours every 2 weeks for PT employees. New employees are eligible to start using PTO after 3 months of employment.
- Commitment Bonus – Newly hired employees who are Full time/Part time/Relief (must work at least 8 hours/week), are eligible to earn up to a \$1000 Commitment Bonus after 6 months of employment by complying with the Misericordia Home Attendance Policy.
- Tuition Reimbursement – Newly hired employees who are Full Time or Part time are eligible to apply for up to \$2000 per calendar year in tuition reimbursement.
- Loan Repayment- Newly hired employees who are Full time or Part time are eligible to participate in a program to assist with repayment of college loans after 6 months of employment. Misericordia Home will pay \$150 per month with a maximum of \$1800 per calendar year.
- Referral Bonus – All employees regardless of length of employment, are eligible to earn up to \$1000 per referral for successful hires made based on the employee's referral. This is contingent on the referred employee reaching their 6 month and 1-year anniversary.
- Health, Dental and Vision insurance for Full time and Part time employees who sign up for these benefits, goes into effect after 60 days of employment.
- 401K with 2 % match – eligible after 6 months of employment.
- Funeral Leave – 3 Days for immediate family, 1 Day for grandparents, mother/father in law and grandchildren.
- Direct Deposit, Paid Jury Duty, Direct access to ADP self-service portal for all employees.
- Development and training opportunities for all levels of employees with opportunities for growth within the organization. Internal opportunities for promotion in addition to personal and professional development:
 - Fit For Success
 - PHI Training
 - Job Coach/Lead Job Coach Training
 - QIDP, CDS/DT Trainer and Instructor Training
 - Leadership Training
 - Q modules
- Recognition and Appreciation Initiatives – Food Trucks, Bakery Treats, Misericordia Wear, Department Appreciation Events, Holiday Dinners and more.
- Access to Fitness Room/Pool during hours of operation.

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- Annual Wellness Expo, TB screenings, and Hepatitis and Flu vaccines provided.

Details on benefits:

- **Core Benefits**

- *Health – CareFirst BlueCross BlueShield (4 plans to choose from)*
- *Vision – VSP (1 plan)*
- *Dental - Delta Dental (2 plans to choose from)*

If elected, these benefits are effective on the first of the month following 60 days of employment.

Basic and Voluntary Benefits through New York Life (NYL):

- Employer Paid - Basic Life and Long-Term Disability Insurance
 - *Life/AD&D that is equal to one year's salary*
 - *Long Term Disability Insurance after 6 months of a disability*

Benefits are effective on the first of the month following six months of employment.

Employee Paid Voluntary Supplemental Benefits through NYL:

- *Employee Voluntary Life (\$10,000 - \$200,000 Guarantee Issue)*
- *Spouse Voluntary Life (\$5,000 - \$30,000 Guarantee Issue)*
- *Child Voluntary Life (\$10,000 per child)*
- *Short Term Disability after 8 or 15 days of disability*

Benefits are effective on the first of the month following six months of employment.

- Correll Co, Misericordia provides a Retirement Savings Plan – Benefits are effective after 180 days of employment; *Misericordia matches up to 2% of your bi-weekly contribution and also offers a discretionary Employer Contribution every six months on your behalf [currently 4%].*