



## **Benefits Program**

Cerenity Senior Care is committed to providing a competitive, cost-effective benefits package to meet the needs of our employees. Our benefit plan year runs from July 1 through June 30 of the following year. Benefits vary between campuses, the following is a general overview of available benefits.

### **Eligibility**

For newly eligible employees, coverage begins the first day of the month following 60 days of becoming eligible. Eligibility is determined by authorized hours. Eligibility for benefits varies between campuses.

### **Paying for Your Coverage**

Our employee benefit programs offers some employer paid core benefits as well as some benefits with a cost sharing between employer and employee. Ask the Human Resource Director for information specific to the center/campus and job you are seeking. Most benefit deductions are taken on a pre-tax basis. All benefit deductions are taken from your paycheck on the first and second paychecks of the month.

## **Cerenity Senior Care Benefits**

- Health insurance
- Dental
- Flexible spending accounts for health and dependent care
- Retirement savings plans
  - 403b retirement plan
  - 401a retirement plan
- Basic life insurance
- Optional life insurance
- Spouse life/child life insurance
- Disability Insurance
  - Short-term disability
  - Long-term disability
- Paid time off
- Holidays
- Employee assistance program
- Educational benefits
  - Tuition reimbursement
  - Tuition payment

## **Health Insurance**

We offer a medical plan provided by HealthPartners: National One HRA Plan, which combines a deductible plan with a Health Reimbursement Account.

## **Dental Insurance**

Dental coverage is provided by Delta Dental.

## **Flexible Spending Accounts**

Spending accounts allow you to set aside money to pay for eligible expenses with tax-free dollars. The spending accounts offer significant tax advantages because you don't pay Social Security, federal or state taxes on the portion of your income that you contribute to your spending account. The money is not taxable under federal law.

- Health care spending account – Use this account to cover the cost of health, dental, vision and hearing expenses which are not covered under an insurance plan for you and your dependents. You may contribute up to \$2,5000 per year.
- Dependent care spending account – Use this account to cover the cost of dependent care while you work. You may use this for expenses for the care of a child under age 13 or a disabled spouse, child or parent.

## **Employee Retirement Plans**

### **403b Retirement Plan**

If you are an eligible non-contract employee, you will be automatically enrolled in the plan unless you take action within the first 30 days of your hire or your plan eligibility. The automatic enrollment gives you a 3 percent deferral and investment in the Fidelity Freedom Fund that correlates to your birth date. You may increase your deferral amount within plan limits and direct your investment choices.

### **401a Retirement Plan**

Eligible Cerenity Senior Care employees are covered under the Cerenity Employee Retirement Plan. Cerenity contributes if you meet certain requirements: must be employed for one year; be at least age 21; work at least 1,000 hours per calendar year; and be an active employee on December 31 of each year. There is a 5-year vesting schedule – you earn 20 percent towards vesting each year you work 1,000 hours. You do not contribute to this plan.

### **Basic Life Insurance**

Basic term life insurance coverage provides a tax-free benefit to your survivors if you die while covered by this plan.

### **Optional Life & Accidental Death and Dismemberment Benefit**

Optional life insurance is in addition to the basic life insurance coverage provided by Cerenity Senior Care. You also have the option to include with employee optional life insurance is an equal amount of accidental death and dismemberment coverage.

## **Dependent Life Coverage**

If you choose optional life insurance coverage for yourself, you have the option of choosing coverage for your spouse, domestic partner and/or dependent children.

## **Short-term Disability**

Short-term disability pays a benefit to you if you must be away from work for more than 14 consecutive calendar days due to illness, injury or pregnancy.

## **Long-term Disability Voluntary**

Long-term disability pays a benefit if you are away from work beyond 12 weeks due to illness or injury. Eligibility may vary by union contract.

## **Holidays**

Full-time employees (authorized at nine days a pay period) receive seven holidays per calendar year. Holidays include New Year's Day, Good Friday or Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving and Christmas. Union contract holidays may vary.

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

Cerenity offers a convenient PTO plan that allows flexibility in how you use your paid time away from work. Our plan consolidates vacation and sick time into a single account. Your PTO balance is accrued on an hourly basis and updated each pay period. Union contract time off may vary.

## **Employee Assistance Program – Provided by LifeWorks**

Employees and members of their household can receive confidential and professional assistance with a broad range of problems including, but not limited to, chemical abuse, troubling relationships, family issues, emotional distress, financial difficulties and work-related problems. The program is voluntary, free of charge and confidential.

## **Educational Benefits**

Cerenity promotes the professional development and continuing education for our employees through tuition reimbursement and tuition payment.

*This page is a brief summary of benefits offered by Cerenity Senior Care. Benefit Program details can be found in the documents that govern the various programs. If any discrepancy exists between this page and the legal plan documents, the legal plan documents will govern. Cerenity retains the right to modify benefit programs in a manner consistent with business needs and organizational objectives.*