

Benefit Level: 30-40 hours per week

- **Medical & Prescription Drug Benefits; Dental Benefit; Long Term Disability Insurance; Basic Life Insurance; Voluntary Life Insurance; Colonial Life Short Term Disability, Accident insurance, Cancer insurance and Critical Illness insurance ***
- **Vision Plan**
- **401(k) Retirement Plan** – auto-enrollment; Hopelink will match employee’s contributions up to 5% after one year of service if employee meets the Hours of Service requirements.
- **Vacation Leave** – can use after six months
- **Sick Leave** – can use immediately, accrued each pay period
- **Holidays** – Hopelink observes 9 regular holidays
- **Two (2) personal holidays** – can use when available, depending on hire date
- **Tax Free Reimbursement Accounts** (also known as Flexible Spending Account)
- **Employee Assistance Program** – includes daily living benefits
- **Discount Programs** such as discounted movie tickets, Woodland Park Zoo tickets and discounted car rentals, cell service and gym membership.

*(available first day of month after 60 day waiting period)

Benefit Level: 20-29 hours per week

- **401(k) Retirement Plan**
- **Sick, Vacation, Holiday Leave** (pro-rated accruals only)
- **Discount Programs**

Benefit Level: 1-19 hours per week

- **401(k) Retirement Plan**
- **Sick and Vacation Leave** (pro-rated accruals only)
- **Discount Programs**

Additional Benefits:

- **Wellness Program with incentives**
- **Committee Membership** (i.e. Wellness, Safety, Diversity & Inclusion)

This summary is meant only as a brief overview. Specific eligibility requirements and information concerning these benefit programs are explained upon hire. Benefits are subject to change.