

### **Benefit Level: 30-40 hours per week**

- **Medical plans\*** – 2 plans to choose from; includes Vision and Prescription coverage
- **Dental plans\*** – 2 plans to choose from
- **Basic Life insurance; Voluntary Life insurance\***
- **Long Term Disability insurance\***
- **Flexible Spending Account\*** – health care, dependent care, and transit options
- **Health Savings Account\*** – available with qualified medical plan election, includes contribution from Hopelink
- **Supplemental plans** – Accident, Cancer and Critical Illness options
- **401(k) Retirement Plan** – automatic enrollment; Hopelink will match employee contributions up to 5% after one year of service and eligible hours requirement.
- **Vacation Leave** – available immediately, hours accrued each pay period
- **Sick Leave** – available immediately, hours accrued each pay period
- **Holidays** – 10 paid holidays
- **Float Days** – up to 7 days available immediately; dependent on hire date and hours/week
- **Employee Assistance Program**
- **Discount Programs** for movie tickets, car rentals, cell phone plans, and more.

\*(available first day of month after a 1-month waiting period)

### **Benefit Level: 20-29 hours per week**

- **401(k) Retirement Plan**
- **Sick, Vacation, Holiday, and Float 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)

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