

# EMPLOYEE *benefits*

## INSURANCE COVERAGE

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### MEDICAL

We offer three health plan options from Blue Cross/Blue Shield, including two traditional plans with copays and a high deductible health plan. All three plans provide free routine preventative care services and access to a broad range of healthcare providers. On the Dreammaker plan, we also include telemedicine services, which give access to free physician consultation 24/7. **Our medical carrier is Blue Cross/Blue Shield.**



### HEALTH SAVINGS ACCOUNT

An HSA is a tax-advantaged savings account for healthcare expenses available to you if you elect the Dreammaker health plan. The money in your HSA never expires and can be used for health, dental and vision expenses. **We will match your HSA contributions up to \$1,500 per year.**



### THE VILLAGES HEALTH

You and your dependents (18 years and up) have access to providers at The Villages Health. As an employee, you'll have a reduced cost when you see a physician at any one of The Villages Health locations.



### DENTAL

Smile! Our dental plans provide routine dental cleanings at no cost. Our high plan allows up to \$1,500 for your child's orthodontic care.



### VISION

You will experience significant savings with our vision plan. Your annual eye exam may cost as little as \$10.



### LIFE

We offer company paid life insurance (Full Time Employees only) to provide for your loved ones if something were to happen to you, as well as the option to add additional life insurance protection for yourself and your dependents.



### DISABILITY

We have options for protecting your earnings, including short-term and long-term disability plans, that pay a benefit directly to you in the event you become disabled.

## EMPLOYEE WELLNESS PROGRAM

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This incentive program allows employees to earn credits by participating in wellness activities in The Villages, such as attending a wellness seminar or getting a flu shot, or by participating in external wellness activities, such as participating in a 5K or attending a gym. Eligible employees may earn a \$200 annual bonus.

## FINANCIAL PROTECTION

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We offer a 401(k) plan plus match and financial planning services through our partnership with Sabal Trust.






## EMPLOYEE ASSISTANT PROGRAM

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You and your family have access to support resources through our confidential EAP program. Available 24/7.

## PAID LEAVE

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-  **PAID TIME OFF**  
We offer generous paid time off for both hourly and salaried employees, which increases based on years of service.
-  **PAID HOLIDAYS**  
The Villages Health observes six holidays per year:  
New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day and Christmas Day
-  **FLOATING HOLIDAYS**  
Holidays are available to employees as soon as they start working. If one of our six holidays falls on a weekend, or your scheduled day off (10-hour employees only), you may use that holiday on another day. Floating holidays do not roll over and must be used by the end of the calendar year.
-  **BEREAVEMENT LEAVE**  
The Villages Health provides up to 3 days of paid bereavement days per event for immediate family members. Immediate family, for the purpose of bereavement leave, is defined as the employee's spouse, parent, child, sibling; the employee spouse's parent, child, or sibling; the employee child's spouse; the employee's grandparents or grandchildren. Appropriate documentation (e.g., copy of death certificate) may be required upon return from this leave.
-  **JURY DUTY**  
The Villages Health encourages employees to fulfill their civic responsibilities by serving on jury duty when required. All employees will continue to receive their pay for scheduled work days spent during active jury duty for a period up to five days every 365 days. If desired, employees may use any available PTO. Employees must report for work whenever the court schedule permits.