

# EMPLOYEE

# benefits



## INSURANCE COVERAGE

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### MEDICAL

We offer three health plan options from Blue Cross/Blue Shield, including a high deductible health plan (for as low as \$1 per pay period!) and two traditional plans with copays. All three plans provide free routine preventative care services and access to a broad range of healthcare providers. If you are enrolled in a medical plan, you and your household members (even if your dependents are not enrolled in medical) have access to free telemedicine services 24/7 for minor illnesses. Eligibility: Must work a minimum of 30 hours per week.



### HEALTH SAVINGS ACCOUNT

An HSA is a tax-advantaged savings account for healthcare expenses available to you if you elect the high deductible 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 & VISION

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. You will experience significant savings with our vision plan. Your annual eye exam may cost as little as \$10. Eligibility: Must work a minimum of 36 hours per week.



### LIFE

We offer company paid life insurance 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. Eligibility: Must work a minimum of 36 hours per week.



### 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. Eligibility: Must work a minimum of 36 hours per week.

## 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 up to a \$250 annual bonus.

## FINANCIAL PROTECTION AND PLANNING

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We offer a 401(k) plan plus match through Principal Financial and financial planning services with Citizens First Wealth Advisors. Financial planning includes services such as reviewing your current investments, determining if your current investment strategy is suitable for your financial goals and risk tolerances and reviewing your estate planning.

## EMPLOYEE ASSISTANCE PROGRAM

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You and your family have access to support resources through our confidential EAP program with Guidance Resources. Guidance Resources provides support, resources and information for personal and work-life issues.

- Confidential Counseling • Work-Life Solutions • Legal Support and Resources • Financial Information and Resources

## PAID LEAVE

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### PAID TIME OFF

We offer generous paid time off to full-time, hourly employees and salaried employees that increases based on years of service.



### PAID HOLIDAYS

We offer the following seven holidays paid for full-time, hourly and salaried employees: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Day after Thanksgiving, and Christmas Day.



### FLOATING HOLIDAYS

Holidays are available to full-time, hourly and salaried employees as soon as they start working. If one of our seven holidays falls on a weekend, 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.

