

Honor Care Pro Benefits Summary

As an organization, one of our top priorities is to maintain the health and wellbeing of our employees and their families. To achieve this goal, we offer a robust and comprehensive benefits package with a variety of options to best meet the needs of our employees.

Health Benefits

Income Protection

Medical	United Healthcare PPO Deductible: \$4000 Individual/\$8000 Family Coinsurance: 20% Prescription: \$10/\$35/\$75 Copay: Visit \$40 ER \$100	Basic Life Insurance	Unum 1 x Salary
Dental	Guardian Dental: Max Annual Benefit \$2000	Voluntary Life Insurance	Unum Voluntary life insurance for employees & families.
Vision	Unum Vision powered by Eyemed: Copay \$10 Allowances & Discounts for Glasses & Contacts	Short Term Disability	Unum - 60% of salary up to \$1,173 per week while approved by a treating physician.
		Long Term Disability	Unum - 60% of salary up to \$10,000 per month while approved by a treating physician.

Additional Benefits (*subject to change)

<u>401(k) Retirement Plan</u>	Employees are eligible to participate in the 401(k) plan on the first of the month following 1,000 hours of creditable service. Eligible employees receive a 100% match on 1-3% contributions and a 50% match on 4-5% contributions. To receive the full 4% company match, employees must contribute 5%.
<u>Employee Assistance Program (EAP)</u>	Confidential emotional support for you and your family members is available 24/7, 365 days a year. Up to 3 face-to-face sessions per year, per issue with a Licensed Professional Counselor at no additional cost. Includes grief consultations, work/life solutions, legal guidance, financial resources, identity theft services and will preparation. Phone: (800) 854-1446
<u>SmartSpend</u>	Receive gym discounts, travel discounts, and more through SmartSpend.
<u>SoFi</u>	Receive low rates for student loan refinancing, mortgages, and personal loans.
<u>Referral Bonus</u>	Care Pros typically earn \$300-400* per referral. <i>*dependent upon location and terms</i> Bonuses are paid out once the first shift is completed by the referred Care Pro.
<u>Cell Phone Reimbursement</u>	Care Pros are reimbursed 8.4 cents for every visit hour worked.
<u>Direct Deposit</u>	Weekly pay with option for direct deposit.
<u>Overtime & Holidays</u>	Receive holiday pay and applicable overtime.
<u>Paid Sick Leave</u>	Accrued weekly in accordance with state sick leave laws.