






2014 EMPLOYEE BENEFITS SUMMARY

Benefits become effective on the first of the month following successful completion of the probationary period (usually 3 months).

<u>BENEFIT</u>	<u>COVERAGE</u>	<u>EMPLOYEE RATES</u>		
		<u>LOW</u>	<u>HIGH</u>	
Bluegrass Family Health (FT Only)	Employee Parent Plus Couple Family	\$114.00/mo. \$144.00/mo. \$404.00/mo. \$490.00/mo.	\$134.00/mo. \$184.00/mo. \$474.00/mo. \$574.00/mo.	
	Employees participating in wellness screenings are eligible to receive up to \$95 credit on premiums for meeting goals in the following categories: Body Mass Index (\$20), Blood Pressure (\$20), LDL Cholesterol (\$20) and negative nicotine (\$35).			
Health Savings Account (FT Only)	Savings account to help pay for qualified medical expenses. Must be enrolled in Communicare Services, Inc. Health Plan. Maximum contribution up to \$3,300 (pre-tax) per year for single, \$6,550 (pre-tax) per year for family. Eligible for dollar for dollar company match up to \$600, \$0.25 on the dollar \$601 - \$1000.			
Flexible Spending Account (Section 125)	Certain benefits can be paid for with pre-tax dollars (available to full-time and part-time employees). Maximum contribution up to \$2,500 per year (pre-tax) for medical flexible spending, \$5,000 per year for dependent care.			
Term/Accidental Death & Dismemberment (FT Only)	One time's salary or minimum of \$20,000	Employer Paid		
Voluntary Life Insurance	Additional Term life, Universal life and Accidental Death and Dismemberment insurance available through payroll deduction.			
Vision Insurance	Employee Employee + 1 Family	\$7.35/mo. \$11.65/mo. \$19.68/mo.		
Delta Dental Insurance		<u>PPO</u>	<u>Premier</u>	
	Employee Employee + 1 Family	\$19.44/mo. \$38.30/mo. \$68.91/mo.	\$23.92/mo. \$46.15/mo. \$82.40/mo.	
401(k)	Dollar for Dollar match up to 5% of an employee's salary and \$0.25 per dollar up to 15% of an employee's salary. Vesting occurs after 3 years of employment.			
Cancer Insurance	Cancer insurance available through payroll deduction. PT and FT qualify.			

Employee Assistance Program

Counseling services available to full-time and part-time employees with limited dependent benefits.

Paid Time Off

Full-time and part-time employees accrue according to the scale below based on length of employment.



Years of Service	<u>Full Time</u>		<u>Full Time</u>		<u>Part Time</u>	
	PTO Earned	Accrual	Accrual	PTO Earned	Accrual	
1 - 2 Years	15 Days	4.62	<u>80 hr.</u> 4.33	5 Days	1.54	
3 - 4 Years	18 Days	5.54	5.19	6 Days	1.85	
5 - 9 Years	20 Days	6.15	5.77	7 Days	2.16	
10-14 Years	24 Days	7.38	6.92	8 Days	2.46	
15 + Years	27 Days	8.31	7.79	10 Days	3.08	

Holidays

Eight and one-half (8 ½) holidays per year including the employee’s birthday. (Part time employees receive 4 hrs per holiday; 2 hrs Christmas Eve.)

Service Awards

Employees receive a certificate for five years of service, a plaque for 10 or more years of service and either tickets to a local attraction/event or a catalog to choose a gift from for every five years of employment. For full time employment, there is a \$100 award for every five years of service.

Employee Recognition Events

Supervisors and employees plan an annual event of their choice. Each person receives four hours off with pay to attend and \$15 towards the cost of the event.

In House Training

Several trainings within Communicare Service, Inc. are available to employees. See Training Guide.

Tuition Reimbursement

Tuition reimbursement for full time employees with at least one year of full time service. Communicare Services, Inc. will reimburse a maximum of one class per semester up to \$250 per credit hour, \$350 per credit hour for master’s degree programs. Class must be compatible with the employees position/company need.

Professional Development

Three hundred dollars (\$300) full time, \$150 part time for professional staff as indicated in policy AP 41.

Notary Service

Free service available by contacting the Human Resources Department.

Influenza Vaccine

Available to all employees on an annual basis free of charge.



Fitness Club Discounts

Reduced rates available through Communicare Services, Inc. Contact Human Resources for rates.



- E-town Swim and Fitness, Elizabethtown
- Energy Sports & Fitness, Elizabethtown
- Anytime Fitness, Elizabethtown & Louisville
- Lanham Health & Fitness, Bardstown
- Campbellsville Health & Fitness, Campbellsville
- Snap Fitness, Leitchfield