

ARBOR ACRES BENEFIT HIGHLIGHTS

Medical Benefit Plan

Arbor Acres United Methodist Retirement Community offers medical benefits through Blue Cross & Blue Shield of NC (BCBSNC). You are eligible for this benefit on the first of the month following sixty days of consecutive full-time employment.

Individual Deductible: \$1500 Family Deductible: \$3,000 Coinsurance: 80%

Wellness Program

In order to receive the \$20 reduction per pay period in medical plan premium, employees must participate in the plan and complete the following:

1. Take the Health Risk Assessment (HRA)
2. Follow up with the Arbor Acres onsite clinic provider or your personal physician a few times a year (details will be provided with the HRA results).

Onsite Clinic:

The onsite clinic is a benefit that Arbor Acres offers to all full-time employees at no cost. The clinic is staffed with an experienced Nurse Practitioner (NP).

Dental Benefit Plan

Dental benefits provide you and your family with comprehensive coverage to keep your smile shining bright! The chart below provides you a brief summary of the key benefits of the dental insurance available from Lincoln Financial Group for a complete list of all your dental insurance benefits and restrictions, please refer to your booklet or contact your plan administrator.

Individual Deductible: \$75 Family Deductible: \$225

Vision Benefit Plan

EyeMed provides our vision plan that includes coverage for both an annual vision exam as well as vision hardware benefits. You should always use an in-network provider whenever possible to receive the highest benefit level.

Routine Eye Exam: \$10 Copay Materials: \$25 Copay

Flexible Spending Accounts

Flexible Spending Accounts are offered for Medical and Dependent care which allow you to use pre-tax dollars for medical and dependent care expenses. The annual limits are set by the IRS.

Accident/Critical Illness Benefits

Accident coverage can help pick up where other insurance leaves off and provide case to cover expenses. The accident coverage helps offer financial support if you have a non-work related accident.

The critical illness coverage helps offer financial support if you are diagnosed with a covered critical illness.

Retirement Savings Plan (200% match – employee 1%, Arbor Acres 2%)

Daily Employee Meal

One Meal is provided daily by our dining department at no cost to the employee regardless of shift.

Life and Accidental Death & Dismemberment (AD&D) Insurance

Arbor Acres provides Basic Life and AD&D benefits to eligible employees. The Life insurance benefit will be paid to your designated beneficiary in the event of death while covered under the plan. The AD&D benefit will be paid in the event of a loss of life or limb by accident while covered under the plan.

Supplemental Life and Accidental Death & Dismemberment (AD&D) Insurance

You may purchase additional Life insurance if you want more coverage. Your contributions will depend on your age and the amount of coverage you elect. An employee has to enroll in Voluntary Life in order to purchase additional coverage for their spouse and/or dependents.

Short Term Disability

For an eligible disability, benefits will provide short-term income protection (60%) once the applicable waiting period is met (14 Days).

Long Term Disability

Disability benefits cover a portion (60%) of your salary when you are unable to work due to an accident or illness once the waiting period is met (180 days).

Onsite Clinic:

The onsite clinic is a benefit that Arbor Acres will offer to all full-time employees. The clinic is staffed with an experienced Nurse Practitioner (NP).

Additional Benefit Plans

The following additional benefits are offered to benefit-eligible employees (full-time):

- Bereavement/Civil Leave
- Paid Time Off (PTO)—22 days Accrued in the First Year
- PTO Sell Back
- Employee Assistance Program
- ANGELS Program (Exclusively for CNAs)
- Employee Recognition and Appreciation Events
- Employee Scholarship Fund and Tuition Reimbursement
- Financial Assistance
- Flexible Scheduling

- Free Onsite Parking
- Free Supportive Counseling - Spiritual Arts Department
- Onsite Fitness Center
- Onsite Gift Shop
- Onsite Medical Clinic
- Secure/gated community
- Transportation Services during Inclement Weather

