



### ***Health Insurance***

Presidential Oaks provides health insurance for its benefitted employees through Anthem Blue Cross and Blue Shield. Presidential Oaks contributes up to 90% of the premium. The employee is eligible three months following their date of hire.

### ***Dental Insurance***

Presidential Oaks offers a dental plan to all eligible benefitted employees and their dependents. This plan is administered by Northeast Delta Dental. The employee is eligible three months following their date of hire.

### ***Life Insurance***

Presidential Oaks offers company-paid life insurance of \$10,000.00 for benefitted employees. The employee is eligible three months following their date of hire.

### ***Accidental Death & Dismemberment Insurance***

Presidential Oaks offers company-paid accidental death & dismemberment insurance of \$10,000.00 for benefitted employees. The employee is eligible three months following their date of hire.

### ***Short-Term Disability Insurance***

Presidential Oaks offers company-paid short term disability insurance for 11 weeks at 70% of base income, up to \$750.00 per week for benefitted employees. The employee is eligible three months following their date of hire.

### ***Defined Contribution Plan - 401(k)***

Presidential Oaks offers a pre-tax and post-tax (Roth) 401(k) retirement program. The Organization has a matching contribution policy. Employees are eligible after working one year and 1,000 hours. You must also be 21 years of age.

### ***Earned Time Schedule***

Presidential Oaks offers a graduated program of paid time off based on length of continued service. A full-time employee will earn 15 days per year in monthly increments beginning with the first full month of employment. Earned time becomes available after three full months of employment.

### ***Bereavement Leave***

Full time employees may be granted three consecutive days per a 12 month period following the death of an immediate family member.

### ***Paid Holidays***

New Year's Day, Civil Rights Day, President's Day, Memorial Day, July 4th, Labor Day, Veteran's Day, Thanksgiving and Christmas. Plus, most employees are eligible for Holiday Premiums!

### ***Tuition Reimbursement***

After one year of service, you may receive 70% tuition reimbursement for job-related education up to a maximum of \$2,000.00 per year. Nursing staff receives 100% tuition reimbursement up to a maximum of \$4,000.00 per year.

### ***Child Care Center***

On-site childcare is available for all employees' children. Employees are also offered a reduced rate.