

SAGE Counseling, Inc.
2016 EMPLOYEE BENEFIT SUMMARY

Seven Paid Holidays

New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving, Christmas Day

Paid Vacation

3.08 hours per pay period first year (80 hours); increases to 3.85 hours per pay period second year (100 hours). Increases to 120 after 2 years, and to 140 after 5 years

Sick Leave

2.0 hours per pay period (52 hours per year)

Wellness Day

One day added to vacation for utilizing 8 (or fewer) hours of sick leave in a calendar year

Bereavement Leave

Up to three (3) days paid leave in the event of death of immediate family member

Health Insurance

Currently 2 plans available provided through Blue Cross / Blue Shield. SAGE pays first \$390 of monthly premium. Employee only coverage costs \$105.19 per pay period for standard \$500 deductible 80/20 PPO plan and there is a high deductible H.S.A plan available fully paid by SAGE. Dependent coverage available at employee cost. Available for staff who work in excess of 30 hours per week. Includes a Teledoc feature.

Dental Insurance

Currently provided through Principal Dental or Employer's Dental Services, Two different programs available. **Available for all staff.**

Life Insurance/Long-Term Disability

\$20,000 life policy and LTD provided by SAGE. Available for staff who work in excess of 30 hours per week. Additional life insurance available at employee cost.

401 (k) Retirement Plan

The 401 (k), **available to all staff** after 1 year service. Plan offers a 100% match on first 3% of employee salary with an additional 50% match on next two percentages of pay, zero vesting schedule.

Legally mandated

Workers Compensation, FICA match, unemployment

Note: Benefits programs can be changed, altered, enhanced or cancelled at any time with or without advance notice