

## **SUMMARY OF EMPLOYEE BENEFITS**

- Three (3) weeks of vacation after 1 year of employment & Four (4) weeks after 8 years
- Sick Leave earned at one day per month up to a maximum of 60 days
- 10 holidays per year, including your birthday holiday
- Fully paid medical, dental, drug, and vision insurance for employee
- Fully paid group life insurance equal to your annual salary, with an option to purchase additional coverage up to 3 times your annual salary at your cost
- Temporary Disability and Long-Term Disability Insurance (LTD is optional and company pays ½ of the monthly premium)
- Defined benefit, non-contributory pension plan with a 5-year vesting period
- Optional 403(b) plan. Contributions are federal and state tax exempt; employer match of up to 2% of your pay after 1 year of employment
- Employee Assistance Program to provide free, confidential counseling services
- Flexible Spending Plan
- Optional additional insurance plans are also available to employees such as supplemental life, long-term care, cancer, accidental death and dismemberment, cardiac, hospital indemnity, and critical care. Premiums are paid by the employee if these plans are selected.

*This is a summary furnished to provide prospective employees with a general overview of the Blood Bank's current employee benefit package. It is not a contract and subject to change at any time, with or without prior notice. By policy, eligibility waiting periods apply to most of the offered benefits.*