



# A SNEAK PEAK AT YOUR BENEFITS

## 2020-2021



# OUR *core values*

We continually strive to provide a high-quality, comprehensive benefits package to our valued employees. That includes working to balance the rising costs of healthcare with the growing needs of our employees in one of our nation's most challenging times.

Our employees are dedicated and committed to providing the best quality care to our residents - in turn, we are committed to caring for you and your future. Thank you for supporting our Core Values and CARING. This benefit resource guide includes the relevant information you will need when making the best decisions for you and your family.

## *Compassion*

We are motivated to go out of our way to care for the physical and emotional well-being of every resident we serve, every day.

## *Accountability*

We own our outcomes and have an obligation to accept responsibility for our actions.

## *Respect*

We create an environment where residents, families and employees, at every level, are respected.

## *Integrity*

We always strive to be honest and have strong moral principles in all we do.

## *Nurture*

We care for and encourage the growth and development of all employees.

## *Gratitude*

We are thankful and ready to show appreciation and kindness to each other, our residents, and the community we serve.

ACCOUNTABILITY GRATITUDE NURTURE ACCOUNTABILITY COMPASSION  
RESPECT COMPASSION GRATITUDE INTEGRITY INTEGRITY  
INTEGRITY RESPECT COMPASSION INTEGRITY RESPECT  
RESPECT COMPASSION ACCOUNTABILITY NURTURE GRATITUDE  
ACCOUNTABILITY INTEGRITY NURTURE COMPASSION RESPECT

# coverages



## MEDICAL

You have your choice of two medical plans. Both of our plans are designed to meet the unique needs of our employees and their families.



## DENTAL

Smile! Routine cleanings are covered at 100% in-network once every six months. You have a \$1,500 calendar year maximum for each covered person under the plan for all covered services.



## VISION

Vision is offered with a \$10 eye exam and \$10 copay for lenses with a frame allowance of \$130. Contacts are available in lieu of glasses and discounts for Lasik are also available.



## TELEMEDICINE

Feeling sick? Talk to a doctor and get back to it! Employees, their spouse and children are automatically enrolled in our plan that allows you to have a telephonic appointment with a doctor and even be prescribed medicine, if appropriate, for all the little ailments that slow us down. It is efficient and free.



## LIFE & VOLUNTARY LIFE

All full time eligible employees are provided with Basic Life and AD&D. This policy provides your beneficiary with a benefit of \$10,000 in the event of a covered claim, through UNUM. A whole life voluntary benefit is available through Allstate.



## VOLUNTARY LIFE

Employees have the opportunity to purchase additional life insurance for themselves and their family. Employees can elect up to 5X their salary (up to \$500,000) of additional life insurance.



## DISABILITY

We believe in the importance of insuring your paycheck and provide both short term and long term disability insurance to all full time employees.



## ACCIDENT & CANCER

Focus on your health and not your wallet! These benefits pay you cash if you have an accident or get cancer.



## EAP

All employees have access to the employee assistance program (EAP). The plan is 100% paid by the company and provides you and your family with 24/7 access via phone or email.



## PTO

In addition to (7) paid holidays per year, all full-time employees accrue PTO from day (1) and it available for use after (60) days of continuous employment. The amount of PTO accrued each pay period increases based on your anniversary date.

# perks



## EMPLOYEE MEALS

All employees are eligible for a lunch/meal at the Facility for only \$2.00 each. Enjoy!



## EMPLOYEE SELF SERVICE

Get real time information at your fingertips! All employees are able to check their PTO, update their address, change their taxes, or print a copy of their paycheck. Please see your local HR Representative for assistance.



## SCRUBS ON WHEELS

We want you to look your best! All employees are able to purchase scrubs at a discount through payroll deduction. Please see your local HR Representative for details.



## EMPLOYEE RECOGNITION

Our new program features several ways to recognize you.

[www.recognitionhub.com/beaconcares](http://www.recognitionhub.com/beaconcares)

- Years Of Service Awards: (3, 5, 10, 15, 20, 25 + ). You will be mailed a catalog to select a gift of your choice.
- Caught In The Act: On the spot recognition earns you points with cash value. Shop on-line today.
- eCards: All employees will receive an email wishing them a Happy Birthday and celebrating a milestone anniversary above.



## PET FRIENDLY

Not only do we care about you, we care about your furry family members to. With that said, we offer Pet Insurance to all employees. You do not need to be a full-time employee to enroll.



## SHOES FOR CREWS

Comfortable shoes, mean comfortable feet while working! All employee are able to purchase shoes at a discount through payroll deduction. Please see your local HR Representative for details.



## ON-SHIFT WALLET

Does your current pay date not work for you? No worries, take a pay advance through this program. You agree as to what day you pay On-Shift Wallet back.



## CARING T-SHIRTS

In order to promote our Core Values: All employees are encouraged to wear one of our famous T-Shirts on our special event days. Please see your local HR representative to get one.

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- Accountability
- Respect
- Integrity
- Nurture
- Gratitude