

SUMMARY OF EMPLOYMENT BENEFITS

Full Time

7/1/2023



Paid Time Off (PTO)

In January employee will automatically receive forty (40) hours PTO if hired by June 30th, (These hours will be prorated if the employee is hired on or after July 1st.)

Employee will also accrue hours per payroll; Accrual is based on years of consecutive full-time service, 4.63, 6.16 or 7.70 hours.

Holidays - 9 paid holidays:

- New Year's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day

Insurance – After the completion of 30 day waiting period of employment.

- BCBS Health – \$1500.00 High deductible HSA PPO plan – 85% employer contribution
- HSA - \$1,500 – 100% Employer Funded. (Prorated for employees who coverage begins after the beginning of the plan year 9/1)
 - Starting September 2024 AAHH will fund \$1,000 and employees will be responsible for \$500.
- Equitable Dental + Vision – 100% employer contribution
- Equitable Life Insurance AD&D+ STD + LTD – 100 % employer contribution
- Equitable Employee Assistance Program – 100% employer contribution
- Supplemental benefits at employee expense via payroll deduction
 - Aflac plans
 - Colonial Life
 - AllyHealth

Retirement - After the completion of 6 month waiting period of employment.

- Employer match of 100% up to 6% of employee contribution - Enrollment deadline dates are quarterly (January 1, April 1, July 1, and October 1)

Additional Paid Time Off

- Bereavement
- Maternity/ Paternity/ Adoption Leave
- Military Service
- Jury Duty
- Volunteer Day

SUMMARY OF EMPLOYMENT BENEFITS

Part Time

7/1/2023



Paid Time Off (PTO). – In January employees who work at least 20 hours will automatically receive PTO based on your approved Full-Time Equivalent (FTE) %, in other words, the number of hours scheduled to work per week.

Holidays - 9 paid holidays:

- New Year's Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day

Insurance – After the completion of 30 day waiting period of employment

- Employee Assistance Program – 100% employer contribution
- Supplemental benefits at employee expense via payroll deduction
 - Aflac plans
 - Colonial Life
 - AllyHealth

Retirement - After the completion of 6 month waiting period of employment

- Employer match of 100% up to 6% of employee contribution - Enrollment deadline dates are quarterly (January 1, April 1, July 1, and October 1.)

Additional Paid Time Off

- Bereavement
- Maternity/ Paternity/ Adoption Leave
- Military Service
- Jury Duty
- Volunteer Day