

FRIENDSHIP RIDGE

Employee Benefits Program Summary

Health Insurance

Upon completion of their ninety (90) day probationary period, Friendship Ridge provides health insurance to all full time employees. All employees will receive their health insurance benefits through UPMC – Beaver County Health Alliance. If a part-time employee works more than 730 hours within a six month period (January 1 – June 30; July 1 – December 31), Friendship Ridge will pay for that part-time employee's health insurance benefit. However, for all part-time employees that do not qualify for the above benefit, they may purchase health insurance coverage through the Facility.

Dental Insurance

Friendship Ridge provides dental insurance to all full time employees upon completion of their ninety (90) day probationary period. This is through United Concordia Insurance, the Concordia Flex plan. Part-time employees may purchase dental insurance coverage through payroll deduction.

Vision Insurance

Friendship Ridge provides vision insurance to all full time employees after completing their ninety (90) day probationary period. This is through Highmark, the Davis Vision program. Part timers may purchase visions insurance coverage through payroll deduction.

Prescription

Friendship Ridge provides prescription coverage for all full time employees upon completion of their ninety (90) day probationary period. This coverage is through Health Trans/Express Med. The Facility uses a mail order prescription program for all maintenance drugs.

Life Insurance

Friendship Ridge provides full time employees with a \$25,000 life insurance policy and the part time employees with a \$10,000 life insurance policy. This coverage is through Met Life Insurance Company.

Short Term Disability

Friendship Ridge provides for both full time employees and part time employees, disability benefits to a maximum of twenty-six weeks for sickness. The amount will vary per employee status.

Allstate

Friendship Ridge provides supplemental insurance (disability, accident, cancer, etc.) for all employees. Employees can purchase their own supplemental insurance package, through a payroll deduction, either pre- or post-tax. Plans and rates are individualized to meet your needs. This insurance is portable in the case you leave employment with Friendship Ridge. Employees may enroll during Allstate's Open Enrollment period.

Retirement Deduction

A mandatory 9% retirement deduction is withheld from an employee's gross wages. This amount is pre-taxed dollars. Once an employee is vested, which occurs after 5 consecutive years of service or age 60, whichever comes first, the County will contribute to your funds.

Direct Deposit

All new employees are required to have direct deposit. Employees receive a pay stub every pay informing them of your total amount of earnings, all deductions and inclusions (taxes, health insurance, retirement deduction, etc.).

Tuition Reimbursement Program

Employees who have been working at Friendship Ridge for at least one (1) year are encouraged to enroll in our Tuition Reimbursement Program. Friendship Ridge has partnered with the Community College of Beaver County (CCBC), to create a program for our employees who wish to become LPNs or RNs. In exchange for paying their tuition and books, employees must work for Friendship Ridge for two years upon graduating from CCBC.