



A Senior Care Community

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# Employee Benefits & Well-being

FUN • FAMILY • COMMUNITY

## Benefits & Well-being at *Samaritan Bethany*

At Samaritan Bethany, we believe well-being is a balance of six key elements: physical, financial, emotional, social, environmental, and spiritual. We are committed to helping and guiding our employees in each area of well-being to promote all-around employee wellness. Below is a list of activities and benefits available at Samaritan Bethany to help YOU on your journey to personal wellness.

### Physical Well-being

Physical well-being is the ability to maintain a healthy quality of life that allows us to get through our daily activities without undue fatigue or physical stress. It's also the ability to recognize that our behaviors have a significant impact on our wellness and adopting healthful habits (routine checkups, a balanced diet, exercise, etc.) while avoiding destructive habits (tobacco, drugs, alcohol, etc.).

- Benefits plan includes medical, dental and vision insurance (enrollment is available the 1st of the month following **90 days of full-time employment**)
- Onsite fitness center (note that residents have priority on the equipment)
- Wellness committee & annual health fair
- Various health & wellness challenges throughout the year
- Monthly wellness talks on a variety of interesting topics
- Monthly massages (employee paid) & on-site full-body massage chair
- Cash incentives through health insurance plan
- Health plan offers assessments, biometric screening, and goal setting

### Financial Well-being

Financial well-being is the ability to make wise decisions on our earnings and savings. It's also the ability to have financial security and financial freedom of choice, in both the present and in the future. Making smart choices can help us attain our personal goals and maintain a comfortable lifestyle.

- Bi-weekly pay periods and direct deposit
- Free onsite parking
- Continuing education opportunities, including a scholarship program and tuition discounts with select colleges & universities!
- 403(b) retirement plan with employer match
- Full-time employees receive employer-paid life insurance. Additional insurances (life, disability, accident & hospital) available for purchase.
- Cafeteria plan (125 plan) for medical and dependent care expenses
- Credit union membership at Affinity Plus Credit Union
- Free identity theft protection coverage for those enrolled in health plan



### About *Samaritan Bethany*

Samaritan Bethany began its service to the elderly in 1922. We are an open and inclusive provider of living and care options for seniors, providing loving, quality care for people of any faith preference.

Our mission and values are inspired by belief that we were sent to serve. We are committed to servant leadership throughout our continuum of care: Short-Term and Long-Term Skilled Nursing Care, Independent Living, Assisted Living and Memory Care.

#### Our Vision

A caring home where each life has meaning and purpose.

#### Our Mission

Providing compassionate individual care that enhances and strengthens the greater community.

#### Our Values

Continuous Improvement. Education. Respect & Dignity. Holistic. Spirituality. Fiscal Responsibility.

## Emotional Well-being

Emotional well-being is the ability to understand ourselves and cope with the challenges life can bring. It's also the ability where an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to his or her community.

- Your first face-to-face session with an EAP provider or counselor is free
- Free phone calls with EAP provider/counselor if insured
- Expanded mental health network on health plan

## Social Well-being

Social well-being is the ability to relate to and connect with other people in our world. It's also our ability to establish and maintain positive relationships with family, friends and co-workers.

- PTO for part- & full-time employees (includes vacation, holiday & sick)
- Social events throughout the year such as potlucks, dress-up days, sweater contest, pizza/sub celebrations, weekly summer grill-outs, and more!
- Annual employee holiday party
- Casual Fridays for \$1, with all money used to support our employee "Fun Fund"
- Pets (dogs) welcome onsite (note that prior approval is needed, and veterinarian information must be kept on file)
- Free birthday meal

## Environmental Well-being

Environmental well-being is the ability to recognize our own responsibility for the quality of the air, the water and the land that surrounds us. It's also the ability to make a positive impact on the quality of our environment, be it our homes, our communities or our planet.

- Safety committee
- Recycling program for cardboard, paper, etc., but also includes sending food scraps to support area farmers & their livestock
- Energy conservation & awareness initiatives for electricity and water
- Medication & hazardous waste disposal program

## Spiritual Well-being

Spiritual well-being is the ability to establish peace and harmony in our lives. It's also the ability to develop a partnership between values and actions, and to realize a common purpose that binds creation together.

- Employees are welcome to attend worship services and memorials
- Memorial services are provided for residents when requested

## Group Medical, Dental and Vision Insurance

We offer a group medical, dental and vision insurance plan to regular employees who work a minimum of 60 hours per pay period and have completed **90 days of continuous, full-time employment**.

### Health insurance:

You can choose between 2 low-deductible plans. Premium is based on your age and the coverage you select.

### Dental insurance:

This is a traditional plan with a wide network of providers. Premium is based on who is covered by the plan. 2021 costs per pay period are:

- Single = \$17.00
- Employee + 1 = \$30.00
- Family = \$34.00

### Vision insurance:

The plan year is April 1 to March 31. Premium is based on who is covered by the plan. 2021 costs are:

- Single = \$100.00
- Two adults = \$183.00
- One adult w/child(ren) = \$164.00
- Two adults w/child(ren) = \$249.00

### ***An important note about this benefits summary:***

*This is only a summary of the benefits available to eligible employees. Some benefits require an employee to meet certain criteria to be eligible. Although there is a 90-day waiting period before an employee becomes eligible for benefits, full-time and part-time employees do begin to earn PTO right away.*