



Benefits Overview 2010 St. Joseph's Home Care Network

St. Joseph's Home Care Network (SJHCN) provides its employees with a comprehensive, competitive benefits package to help employees meet their physical, emotional and financial health. Here's an overview of what we provide.

Time Off

PTO

New hires that work at least 24 hours per week are eligible for PTO. If you work 40 hours per week you will accrue 200 hours (5 weeks) of PTO annually. Our company holidays (average 6 per year) are included in the PTO balance.

Disability Reserve

St. Joseph's employees also accrue Disability time, for use when long illnesses or injuries occur. Full-time employees accrue seven days of DR per calendar year.

Health Benefits

Health Benefits are available to new hires on the first of the month following 60 days of employment. Only regular employees working at least 24 hours per week are eligible for health benefits.

Benefit Plans Include:

COVERAGE	
Medical	Anthem Blue Cross
Dental	Delta Dental
Vision	Vision Service Plan
Basic Life Insurance	MetLife
Employee Assistance Program	Anthem Blue Cross
Basic LTD	Prudential

Our employees can also purchase, at discount rates, the following coverage:

- Supplemental Life insurance
- Supplemental AD&D
- Long-Term Disability
- Legal Services

Retirement Program – 401K

New hires may participate in our 401K after only 1 month of service. Employees can contribute up to 50% of their eligible pay, and St. Joseph will contribute 50 cents for every dollar you save, up to 2% of your pay.

Finally, our employees can also contribute up to \$5,000.00 in flexible spending accounts, in order to pay eligible health and dependent care expenses with pre-tax dollars.