



Benefits Summary

This summary is intended to give prospective employees a sense of the range of benefits available at Pathways Hospice. Pathways Hospice offers benefits for Regular Full-time and Regular Part-time employees working 20 or more hours per week. Pathways Hospice pays the premium for some benefits, the cost of others is shared with the employee, and some costs are carried entirely by the employee. The HR Executive has more specific information.

Health Insurance: Pathways Hospice offers the choice between a PPO plan or a Health Savings Account (H.S.A) plan. The plan includes vision, and pharmaceutical coverage. Pathways Hospice shares premium costs with eligible employees who elect coverage.

Dental Plan: A PPO dental plan is available for eligible employees.

Life Insurance: \$15,000 life insurance is provided for employees working 20 or more hours per week; additional voluntary coverage is available at the employee's expense.

Flexible Spending Account Employees have the opportunity to redirect their compensation pre-taxed into accounts for Medical and/or Dependent Care Expenses.

Disability Coverage: Pathways Hospice provides short-term disability (up to 13 weeks) coverage after the eligibility period (1 year) is satisfied.

Retirement: Pathways Hospice sponsors a 401(k) plan through American Funds. Pathways Hospice matches the first 3% of the employee's contribution. Employee participation is voluntary at any time for those working 20 hours or more per week. Vesting schedule is 25% per year with full vestment of employer funds after four years.

Employee Assistance: Short-term counseling is available to all employees and dependents at no cost to the employee.

Time off: Pathways Hospice offers four weeks of paid time-off (PTO) annually to new employees with this amount increasing with years of employment. PTO time is used for vacations, holidays, the first 2 days of an illness, and personal time.

Pathways Hospice offers paid jury duty, funeral leave, education leave, emergency leave and extended illness leave.

Education: Pathways Hospice pays for approved educational offerings on a per instance basis.

Reimbursements: Pathways Hospice pays for incidentals and travel expenses related to approved agency business and reimburses mileage.