

# BENEFITS BREAKDOWN

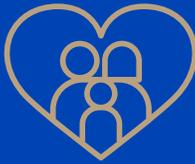
## 401K Retirement

You are eligible to participate in the 401(k) plan after 2 months of employment and work a minimum of 20 hours per week and are age 18 or older. Eligible employees will be auto-enrolled at 1%.

## Dental & Vision

Choose from three dental options (High, Medium, Low) and comprehensive vision coverage.

## Parental Leave



The length of a paid maternity/paternity/adoption leave is up to 4 weeks for eligible, Full Time (regularly scheduled 30+ hours per week) employees, and will be paid at their current wage, based on regularly scheduled hours per week. Eligible employees must have been employed for 1 year or longer and have been in Full-time status for at least 6 months. Temporary employees are not eligible for paid maternity/paternity/adoption leave.

## Flexible Spending Accounts

You may elect to have money deducted pre-tax from your paycheck to pay for out-of-pocket healthcare or dependent daycare expenses, up to annual IRS maximums.

## Life/AD&D Insurance

Prairie Senior Cottages provides you with Basic Life/AD&D insurance at \$25,000 for your first 3 years of employment, after 3 years, we provide you with a \$50,000 policy. You can purchase additional Life/AD&D for yourself, your spouse and your dependent children.

## Short Term & Long Term Disability

Protect your income if you are injured outside of work or diagnosed with an illness that makes you unable to work. Benefits begin after applicable waiting periods are met, pre-existing conditions may apply. Prairie Senior Cottages pays for Long Term Disability for full-time employees working 30+ hours per week.

## Legal Plan

You are able to purchase a legal plan that offers convenient and affordable access to a highly qualified network of attorneys for everyday personal legal matters.

## Supplemental Benefits

MetLife offers Accident, Cancer, Hospital Indemnity, and Critical Illness insurance plans.

## Eligibility

You are eligible for benefits the first month following 60 days of employment. You must enroll within 30 days from the date you become eligible, otherwise you will default to no coverage.

**PROCare - Contact Us**

For more details on any of the benefits, please contact the PROCare Benefits Department.

**833-480-7828**

*Prairie Senior Cottages*

Connecting ♦ Caring ♦ Creating

*"Everyone here is someone's hero"*