



## SUMMARY OF BENEFITS

**\*\*Effective 1<sup>st</sup> day of the month following date of hire\*\***

- **Blue Cross Blue Shield of Alabama (Primary) AND Alliance (secondary) (includes Medical and Prescription)**

*\*\*\*\*After 5 years of employment, company will pay 100% of employee's insurance.  
(see attached for deduction amounts)*

- **Reliance – Dental & Vision**

*\*\*\*\* Company pays 50% of employee dental  
(see attached for deduction amounts)*

- **Life Insurance:** \$50,000 policy – *Paid by the company no cost to the employee*

**Voluntary Coverages: \*\*Effective 1<sup>st</sup> day of the month after 120 days of employment\*\***

- **Aflac** - Short Term Disability, Cancer, Accident, Hospital Indemnity
- **Voluntary Life Insurance:** Guaranteed issuance for employee \$100,000 under age 60  
Guaranteed issuance for spouse \$30,000 under age 60

**Retirement Plans** – Must be employed 1 year to participate

**Breaks:** 2 – 15 minute breaks per shift

1 – 30 min. Meal Break (8 hr. shifts) or 2 - 30 Min. Meal Breaks (12 hr. shifts)

**1 (8 hour) Paid day off per quarter for Perfect Attendance**

**Earn paid time off (PTO) – Depends on years of service** (see Employee Handbook)

**Pay in lieu of benefits (PIB) - \$4/hr added to hourly rate**

**Bereavement pay**

**Holiday pay**

**Length of Service Awards** – added to your paycheck upon hire date anniversary

**Shift Differential for 2<sup>nd</sup> and 3<sup>rd</sup> shifts (CNA, LPN, RN & PCA only)**