



2017-2018 Employee Benefit Program

As a full-time employee of Blossom Ridge working 30 or more hours per week, you are eligible to participate in our Employee Benefits Program the first of the month following your date of hire.

Medical Insurance

We are pleased to provide you with the choice of seven medical plan options through Kaiser Permanente, Sutter Health Plus, Western Health Advantage, and Anthem Blue Cross. Blossom Ridge contributes 100% of the employee only cost of the base medical plan. Choose from any of our Gold or Platinum medical plan options. Please refer to the plan summaries for detailed benefit information.

Dental Insurance

We are also please to provide you with two PPO dental plans through Humana. The Base plan features a \$1500 annual limit after a \$50 deductible and covers preventive services at 100%. The Buy-Up plan features an unlimited annual limit and includes a \$1,500 lifetime orthodontic benefit. Blossom Ridge contributes 100% of the employee only cost of the base dental plan. To review a list of preferred providers, please visit: www.humana.com

Vision Insurance

We are also please to provide you with a vision insurance plan through Humana Vision 160. The plan features \$160 frame allowance every 24 months while covering your exams annually at \$10 and new lenses at \$25. Discounts are available through the vision coverage on anti-scratch and anti-glare coatings and even on Lasik Surgery.

Supplemental Benefits

- ◇ Medical FSA—Employer Match up to \$1,000
- ◇ Dependent Care FSA
- ◇ Basic Life and AD&D Benefits—\$15,000 Employer Paid
- ◇ Voluntary Life Benefits—Employee \$30,000, Spouse \$10,000, Child(ren) \$10,000
- ◇ Teledoc—Employer Paid
- ◇ Short-Term Disability
- ◇ Critical Illness
- ◇ Accident

Employee Benefits Portal

You will make your benefit elections utilizing the Ease Central online benefit portal. Your username will be sent to you via email during open enrollment or when you first become eligible to receive benefits. You may access this portal through your email invitation or by visiting BRHHA-BDR.easecentral.com





Paid Time Off - PTO

Full-time employees of Blossom Ridge are eligible to accrue PTO at a rate that equals two weeks per year for the first year (at a 40-hour week work). With an additional day added per year of service. See the accrual schedule below:

Years of completed active service	PTO accrual rate per pay period*	Usual annual PTO accrual	Maximum PTO accrual ("Cap")
0-1 year	3.08 hours	80 hours/10 workdays	100 hours
1-2 years	3.38 hours	88 hours/11 workdays	110 hours
2-3 years	3.69 hours	96 hours/12 workdays	120 hours
3-4 years	4 hours	104 hours/13 workdays	130 hours
4-5 years	4.31 hours	112 hours/14 workdays	140 hours
5-10 years	4.62 hours	120 hours/15 workdays	150 hours
10+ years	6.15 hours	160 hours/20 workdays	200 hours

401K

We provide eligible employees with a 401(k) Qualified Retirement Plan, which is an excellent means of long-term savings for retirement. The 401k is 100% matched between 2-6% depending on how well the company is doing. (Employees are eligible to contribute following the first quarter after 6 months of employment.)

Paid Sick Leave - PSL

All employees received 24 hours of Paid Sick Leave per year. PSL can be used for the diagnosis, care or treatment of an existing health condition, or preventative care for you and your family members. It may also be used if you are the victim of domestic violence, sexual assault, or stalking

Holidays

Full-time employees receive paid time off for major holidays. Plus, 1-2 floating holidays per year that can be used anytime.

Bereavement Leave

As an additional benefit, full-time employees receive up to three (3) days of paid leave in the event of a death in their immediate family.