

Business Health Solutions, PC



Protecting Tomorrow's Future with Healthcare Strategies Today

Benefits Overview

Healthcare: Anthem Lumenos Health Savings Account

- ER paid 60% of employee premium
- EE able to purchase coverage for dependents
- \$600 company contribution to EE Health Savings Account in first year.
- Must be in a dedicated position of 30 hours or more per week

Dental: Anthem Dental Blue

- ER paid 60% of employee premium
- EE able to purchase coverage for dependents
- Must be in a dedicated position of 30 hours or more per week

Vision: Anthem Blue Vision

- ER paid 60% of employee premium
- EE able to purchase coverage for dependents
- Must be in a dedicated position of 30 hours or more per week

Short-Term Disability: UNUM Group Short-Term Disability Insurance

- 60% Weekly Earnings with \$500 maximum
- 14 Day Waiting Period
- EE paid premium
- Must be in a dedicated position of 30 hours or more per week

Long-Term Disability: UNUM Group Long-Term Disability Insurance

- 60% Monthly Earnings with \$5000 maximum
- 90 Day Waiting Periods
- ER paid premium
- Must be in a dedicated position of 30 hours or more per week

Life Insurance and Accidental Death & Dismemberment

- Plan One
 - Anthem—For employees working 30 hours or more per week
 - ER paid premium
 - \$25,000 Policy
- Plan Two
 - Additional coverage provided by UNUM – must be working 30 hours or more per week
 - EE funded premium
 - Ability to purchase additional coverage of 5X annual earnings for employee and dependent coverage.

Educational/Development/Career Benefits

- All employees are eligible for this benefit
- Reimbursement of License Renewal
- Education Stipend – plus CE Days to obtain/attend courses
 - Staff Personnel: \$250 per year
 - Coordinators and Managers: \$500 per year
 - Nurse Practitioners: \$1,500 per year
- Reimbursement of Certification Fees for primary specialty
- AAOHN Membership dues for Coordinators and Managers

Require Personal Protective Equipment

- \$75.00 annual steel toe shoe allowance

Retirement Savings Accounts

- All employees are eligible for this benefit
- 401(k) Plan with Securian Retirement Services
 - ER paid administrative fees

Time Away Benefits (After completion of probationary period in a benefited position):

- Vacation (Pro-rated for Full and Part Time Status Employees):
 - Based on 40 Hours per week employment
 - Year 1-4: Two Weeks
 - Year 5-9: Three Weeks
 - Year 10-14: Four Weeks
 - Year 15+: Five Weeks
- Personal Days
 - Based on 40 hours per week employment
 - Five paid days
- Holidays
 - New Years Day
 - Memorial Day
 - July 4th
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

Legally Required Benefits

- Company pays company share of FICA, Social Security, Medicare, Unemployment Insurance and Workers Compensation

