

2021 CHILDREN'S HOME SOCIETY

Benefits Summary for Full-Time Employees (Rapid City)

Paid Time Off

Combination of vacation, sick leave, bereavement time, and all other paid leaves (prorated for individuals not working 40 hours, but 30+). Able to use after first 30 days.

- 1st year: Earn at a rate up to 4.15 hours/pay period (equivalent to 108 hours in the 1st year)
- 2nd year: Earn at a rate up to 5.54 hours/pay period (equivalent to 144 hours each year)
- 5th year: Earn at a rate up to 6.92 hours/pay period (equivalent to 180 hours each year)
- 10th year: Earn at a rate of 8.31 hours/pay period (equivalent to 216 hours each year)
- 20th year: Earn at a rate of 9.69 hours/pay period (equivalent to 252 hours each year)

Paid Holidays (10)

New Year's Eve, New Year's, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving, Friday after Thanksgiving, Christmas Eve, and Christmas.

Health & Vision (Sanford & EyeMed)

Effective the first of the month following the completion of 30 days of full-time employment.

Coverage Level	Traditional Plan		High Deductible Health Plan		
	Cost per Pay Period (24)	Annual Premium	Cost per Pay Period (24)	Annual Premium	CHS HSA Contribution
Sanford Signature (Broad Network)					
Employee Only	\$74.16	\$1,779.84	\$49.30	\$1,183.20	\$500
Employee + Spouse	\$287.70	\$6,904.80	\$191.26	\$4,590.24	\$1,000
Employee + Child(ren)	\$267.55	\$6,421.20	\$177.86	\$4,268.64	\$1,000
Family	\$443.12	\$10,634.88	\$285.94	\$6,862.56	\$1,200

Dental (Delta Dental)

Effective the first of the month following the completion of 30 days of full-time employment.

Coverage Level	Cost Per Pay Period (24)	Monthly Premium
Single	\$7.97	\$15.94
Employee + 1	\$27.86	\$55.72
Family	\$41.79	\$83.58

Group Life & Accidental Death & Dismemberment Insurance

At no cost to the employee, CHS provides life insurance equal to one times annual salary and accidental dismemberment insurance. Additional life insurance is available as well.

Short & Long-Term Disability

At no cost to the employee, CHS provides a short-term disability income program and a long-term disability income plan.

Pension Plan & 401k

Employer contribution up to 8% of employee's compensation. Ability to also make elective deferrals into the retirement plan either on a pre-tax basis or on a post-tax basis.

Student Loan Repayment & Tuition Reimbursement

Employees are eligible for up to \$150 per month in Student Loan Payments OR Tuition Reimbursement.

Employee Assistance Program

A program to help you manage personal issues at work or home, for you or your family.

Voluntary Benefits

Critical Illness and Accident plans are available through Allstate.

Additional Company Benefits

Employee Referral Bonus, Milestone Recognition, Employee of the Month/Year.

This benefits summary is not a part of an offer for employment; it only highlights some of the details of the benefits and is an incomplete summary. To learn more about the details of these benefits, please see the employee handbook, applicable plan, or policy to determine complete benefits. All benefits subject to change without notice.

Important Note: Children's Home Society deducts your premiums on a pre-tax basis. After the open enrollment period, you cannot make changes or terminate coverage during the year unless you experience a change in family status, such as: Loss of coverage; Birth or Adoption of a child; Loss of eligibility of a covered dependent; Marriage, divorce or legal separation; Death of your covered spouse or child; Switch from part-time to full-time. You have 31 days from a change in family status to make changes to your current coverage. For loss of Medicaid or State Children's Health Insurance Program (SCHIP) or eligibility for a premium assistance subsidy plan under Medicaid or SCHIP, you have 60 days to make changes to your current coverage.