

THE MANY BENEFITS OF WORKING AT HOPE.

You do a lot for us, so we're doing a lot for you.

INVEST IN PEOPLE:

EDUCATION REIMBURSEMENT: Up to \$2000 annually

- Can be used towards certification programs
- Can be used to complete CEUs required to maintain certification

LEARNING AND DEVELOPMENT: Developing in-house training programs that recognize career growth within a learning pathway applicable to both direct support professionals and management.

- Monthly and Quarterly training
- In-house Leadership Certification
- Flexible learning options
- Curriculum learning models
- New Manager Orientation (including the DiSC Assessment)

PAID HOLIDAYS: Full time Staff – New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Day, MLK Day (BHS SE)

PAID TIME OFF:

- Hourly staff can earn up to 2 weeks and 2 days of paid time off each year starting out at Hope Network. The longer you stay with Hope, you can eventually earn up to 6 weeks of paid time off each year.
- Salaried staff can earn up to 4 weeks and 2 days of paid time off each year starting out at Hope Network. The longer you stay with Hope, you can eventually earn up to 6 weeks and 2 days of paid time off each year.

TOTAL REWARDS:

MEDICAL INSURANCE

(3 HMO Health Plan Options)

- BCN Healthy Blue Living Standard 70%
- BCN Healthy Blue Living Core 80%
- BCN Healthy Blue Living Buy-Up 100%

DENTAL INSURANCE

- Delta Dental

FLEX SPENDING ACCOUNTS

- Dependent Care
- Medical

SHORT TERM/LONG TERM DISABILITY:

- Eligibility: FT employees only (30+ hour status) 1st of the month following 12 months of employment

VISION INSURANCE

- VSP

ONLINE VISITS (TELEHEALTH SERVICES)

- Included when you elect a BCN medical plan. Quality health care, anytime, anywhere. By using your smart phone, tablet or computer you can have a face-to-face consultation with an in-network physician. You pay the same copay you would for a typical office visit – without the wait!

EMPLOYEE ASSISTANCE PROGRAM – ENCOMPASS SERVICES:

- Are provided as part of your benefits package by your employer at no cost
- Provide confidential support for issues that may impact your work or your personal life such as; stress, anxiety, tobacco cessation, family/relationship concerns, substance abuse, etc.
- Are available to you 24 hours a day, 7 days a week
- Extend to you and your immediate family members

403B RETIREMENT PROGRAM

Through Lincoln Financial. Company match per vesting schedule (outlined in Employee Benefit Guide). Company may also, at its sole discretion, make an additional annual contribution to 403(b) accounts.

EMPLOYEE REFERRAL BONUS

Employees can earn \$200 for each person they refer to Hope Network that is hired (The employee that is referred must complete their 90 day orientation period)

WELLNESS INITIATIVES

- Quarterly Challenges
- Monthly Newsletters
- Annual Wellness Expo

EMPLOYEE PERKS AT PARTNERING LOCATIONS:

AT&T Wireless

save up to 20% on wireless services

Verizon Wireless

save up to 22%

Davenport University

up to 20% tuition discount
Free tax help

Snap Fitness

save on 50% on enrollment and 5% on membership fees

Anytime Fitness

save on 50% on enrollment and 10% on membership fees

Art Van Furniture

up to 20% discount

Mirage Tanning Centers

up to 30% discount

Grand Traverse Resort and Spa

up to 20% discount

Rylee's Ace Hardware

10% discount at Grand Rapids Location

Banking Advantages

Fifth Third, Huntington, PNC

RX Optical

Up to 100% discounts with the Vision Advantage Program

Car Rental

Avis discounts and Hertz discounts