

# 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 \$1,500 annually
- Can be used towards certification programs
- Can be used to complete CEUs required to maintain certification

**HOPE NETWORK UNIVERSITY:** Developing in-house certification programs that recognize career growth within a learning pathway applicable to both direct support professionals and management.

- Harvard Business Review eLearnings
- Monthly & Quarterly trainings
- CEU partnership with Wayne State University
- Demonstrated learning labs
- Flexible learning options
- Curriculum learning models
- CEUs
- In-House Certification

**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

### TELEHEALTH - AMWELL

- 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 probationary 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