

2020 BENEFITS AT A GLANCE



Donor Network West offers a robust benefits package to our employees and their families so that they can select the options that work best for them. Donor Network West generously pays 85% of employee and dependent coverage while employees only pay 15%.

Full time employees receive the following benefits:

❖ Medical

- California
 - Kaiser Permanente
 - HMO, PPO, and HSA options
 - Sutter Health Plus
 - HMO & HSA options
- Nevada
 - Kaiser Permanente
 - PPO option
 - Hometown Health
 - HMO & PPO options

❖ Dental

- Delta Dental
 - DentalCare USA DHMO & Delta Dental PPO

❖ Vision

- VSP Signature Plan

❖ Health Savings Account (HSA)

- DNWest contributes up to \$2,000 per year for employees enrolled in this benefit

❖ Flexible Spending Account

- Medical flexible spending account
- Dependent care flexible spending account

❖ 403(b) Retirement plan with immediate employer contribution

❖ Commuter Benefits

- Mass transit
- Parking

❖ Pet Insurance

❖ 529 College Savings Plan

❖ PTO

- Non-Exempt Employees
 - Years 1 – 4 19 days 152 hours
 - Year 5 and beyond 25 days 200 hours
- Exempt Employees
 - Year 1 – 4 30 days 240 hours
 - Years 5 and beyond 36 days 288 hours

***11 Recognized Company Holidays**

❖ Wellness Reimbursement

- Up to \$30 per month for gym membership or exercise classes

❖ Life Insurance and Accidental Death & Dismemberment

- 1x basic annual earnings up to \$400,000

❖ Voluntary Life Insurance Accidental Death & Dismemberment for Purchase

- Employee, spouse, and dependents

❖ Employee Assistance Program

❖ Identity Theft Program

- Complimentary coverage provided to employees. Additional family members can be added for a nominal fee.

❖ Education Reimbursement

- Up to \$5,000 per calendar year for full time employees after 1 year of employment

❖ Short Term Disability

- Nevada only (California has state disability plan)

❖ Long Term Disability

❖ Complimentary Personal Financial Wellness Resources

❖ Business Travel Accident Plan

❖ Extended Sick Leave

- Used in conjunction with leaves of absence related to state disability and workers' compensation
- Up to 48.10 hours per year

❖ Employee Discount Program

❖ Eligible for federal loan forgiveness programs