

# 2023

# 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 80% of employee and dependent coverage while employees only pay 20%.

## Full time employees receive the following benefits:

### ❖ Medical

- California
  - Kaiser Permanente
    - HMO and HSA options
  - Sutter Health Plus
    - HMO & HSA options
- Nevada
  - Hometown Health
    - HMO & PPO options
- For employees living and working outside of Kaiser, Sutter and Hometown Health service areas
  - Trustmark (Cigna)
    - PPO option

### ❖ Dental

- Delta Dental
  - DentalCare USA DHMO & Delta Dental PPO

### ❖ Vision

- VSP Signature Plan

### ❖ Health Savings Account (HSA)

- DNWest contributes up to \$1,000 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

## ❖ **Vacation/Sick**

- (Vacation) Regular Full-Time Non-Exempt and Exempt Employees
  - Years 0 – 4 15 days 120 hours
  - Year 5 and beyond 20 days 160 hours
- (Vacation) Supervisors, Managers, and Directors (Non-Exempt & Exempt)
  - Year 0 – 4 20 days 160 hours
  - Years 5 and beyond 25 days 200 hours
- (Vacation) Regular Full-Time Exempt Vice Presidents, and Chiefs
  - Year 0 – 4 25 days 200 hours
  - Years 5 and beyond 30 days 240 hours
- Paid Sick Leave for all employees
  - 1 hour for every 30 hours worked 80 hours

***\*12 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 \$4,000,000

## ❖ **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 \$6,000 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

# DONOR NETWORK WEST

- Up to 48.10 hours per year
  - Rolls over year to year
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- ❖ **Employee Discount Program**
  - ❖ **Eligible for federal loan forgiveness programs**