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 $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 $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
• Up to 48.10 hours per year
• Rolls over year to year

❖ Employee Discount Program
❖ Eligible for federal loan forgiveness programs