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 & Vision**
  - Guardian

- **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)
    o Year 0 – 4 20 days 160 hours
    o Years 5 and beyond 25 days 200 hours
  • (Vacation) Regular Full-Time Exempt Vice Presidents, and Chiefs
    o Year 0 – 4 25 days 200 hours
    o Years 5 and beyond 30 days 240 hours
• Paid Sick Leave for all employees
  o 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