

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 HRA 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

❖ Health Reimbursement Account (HRA)

- DNWest contributes \$2,650 if you are single and \$5,300 for a family. A family is considered 2 or more.

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❖ 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 Supervisors
 - Years 0 – 4 15 days 160 hours
 - Year 5 and beyond 20 days 240 hours
- (Vacation) Exempt Full Time, Managers, and Directors
 - Year 0 – 4 20 days 200 hours
 - Years 5 and beyond 25 days 300 hours
- (Vacation) Vice Presidents and Chiefs
 - Year 0 – 4 25 days 240 hours
 - Years 5 and beyond 30 days 360 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
- Up to 48.10 hours per year
- Rolls over year to year

❖ **Employee Discount Program**

❖ **Eligible for federal loan forgiveness programs**