



Family Health

La Clinica

BENEFIT SUMMARY

HEALTH INSURANCE

United HealthCare

Three plan options
Eligible 1st of the month following hire date

VISION INSURANCE

Superior Vision

Eligible 1st of the month following hire date

DENTAL INSURANCE

Delta Dental of Wisconsin

Eligible 1st of the month following hire date

CLINIC HEALTH SERVICES

Eligible on date of hire
Employees can use our facilities for medical & dental treatments
Employee receives 50% of balance waived after insurance has been billed (in most cases)

EMPLOYEE ASSISTANCE PROGRAM

Eligible on date of hire
The program is staffed by licensed professional counselors who help employees work through difficult issues & problem-solve effective solutions

SHORT-TERM DISABILITY

Hartford Insurance

Coverage 2/3 salary
Accidents: benefits start day one (1)
Illnesses: benefits start day eight (8)
Maximum duration 26 weeks

LONG-TERM DISABILITY

Hartford Insurance

Coverage 2/3 salary
Benefits start after 90 days

LIFE INSURANCE

Hartford Insurance

Family Health pays for 3x your annual salary (up to \$250,000)
Voluntary life is available based on age for employee, spouse and dependents

401K

Lincoln Financial Group

Eligible 1st of the month following hire date
Company match starts first of the month following 90 days
Family Health matches 100% up to 4% and will invest another 1/2% for your 401K deduction at 5% and 6%

FLEXIBLE SPENDING

Diversified Benefits

Eligible 1st of the month following 30 days
Plan year January through December
Convenient pretax method to save for health or dependent care expenses

PAID HOLIDAYS

New Year's Day	Thanksgiving Day
Memorial Day	Christmas Eve Day
Independence Day	Christmas Day
Labor Day	Personal Holiday

PAID TIME OFF

PTO accrual starts on your first day
Employees are eligible to take PTO once benefit is accrued

Hourly/Professional

1st year = 20 days
2nd-5th year = 25 days
6th+ year = 30 days

Executive/Provider

1st year = 25 days
2nd-5th year = 30 days
6th+ year = 35 days