



# Dawn Farm Benefits Summary

*(full-time employees)*

**Pay:** Employees are paid in biweekly installments by your choice of check or direct deposit.

**Paid Holidays:** 7 ½ paid holidays per year (New Year's Day, MLK Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve [1/2 day] & Christmas Day)

**Paid Time Off:**

If you have been employed:	But not more than:	You earn
Less than 1 year	3 years	20 days per year
3 years	5 years	23 days per year
5 years	10 years	26 days per year
10 years +		32 days per year

**Health Insurance:** Dawn Farm offers health insurance by Priority Health HMO and Dawn Farm pays 86% of the cost. This benefit is as follows:

Type of plan	Dawn Farm's contribution	Your contribution
Employee	\$5,946*	\$967.98 (\$37.23 per pay period)
Employee + 1	\$13,093*	\$2129.14 (\$81.89 per pay period)
Family	\$16,347*	\$2661.10 (\$102.35 per pay period)

Employees opting out of health insurance receive a \$1048 credit.

\* This is an approximate number based on the cost of Dawn Farm's group policy. Policies are individually rated.

**Medical Reimbursement:** Dawn Farm contributes \$250 to your medical reimbursement account. You can make tax-free contributions of up to \$2250.

**Dental:** Dawn Farm offers dental insurance by Delta and Dawn Farm pays 65% of the cost. This benefit is as follows:

Type of plan	Dawn Farm's contribution	Your contribution
Employee	\$303	\$163.28 (\$6.28 per pay period)
Employee + 1	\$568	\$306.02 (\$11.77 per pay period)
Family	\$1,039	\$559.26 (\$21.51 per pay period)

**Retirement 401K Plan:** Dawn Farm provides a participating 401K plan. Employees are eligible to participate after one year of employment and are fully vested after five years. Dawn Farm will match 100% of your contributions up to 5% of your salary.

**Other Benefits:**

- \$10,000 life insurance policy. Additional coverage available at your own expense.
- \$100/week short term disability insurance. Additional coverage available at your own expense.
- \$500/month long term disability insurance. Additional coverage available at your own expense.
- EyeMed Vision plans available at your own expense.
- Health care and dependent care flexible spending accounts available. These allow you to set aside pre-tax dollars for these expenses.

**Licensure and certification:** Dawn Farm covers employee licensing, testing and certification fees.

**Professional Development:** Dawn Farm provides employees with access to Essential Learning, an online continuing education service with hundreds of hours of CEs available for social workers, counselors and psychologists. We also provide inservices and pay for some external trainings on an individual basis.