



Dawn Farm Benefits Summary (full-time employees)

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

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 84% of the cost. This benefit is as follows:

Type of plan	Dawn Farm's contribution	Your contribution
Employee	\$4,972	\$947 (\$36.43 per pay period)
Employee + 1	\$10,939	\$2083 (\$80.14 per pay
Family	\$13,674	\$2604 (\$100.18 per pay)

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

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	\$312	\$168 (\$6.47 per pay period)
Employee + 1	\$576	\$310 (\$11.94 per pay period)
Family	\$1,002	\$553 (\$21.30 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.