

HEARTVIEW FOUNDATION BENEFITS



▶ PAID TIME OFF (PTO)

Part-time employees earn PTO on a pro-rated basis according to number of hours worked.

Yrs Employment	Full-Time (40 hrs/wk)/ Annual Maximum PTO
0-3	18 days
3-5	23 days
5-15	28 days
15+	30 days

▶ Extended Sick Time:

Time off for extended absences after seven calendar days.

Full-Time (40 hrs/wk)/ Annual Maximum
6 days

▶ Paid Holidays:

- New Year's Day
- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Friday after Thanksgiving
- Christmas Eve
- Christmas Day

CONTACT

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Flexible
Environment

Supportive
Coworkers

Family-
First

► HEALTH INSURANCE

Employees who average 30 hours per week are eligible for Blue Cross Blue Shield ND Insurance.

Plan	Monthly Employee Paid Premiums	Deductible
Single	\$0	\$3,200
Single + Dependent(s)	\$156.08	\$4,800
Family	\$846.48	\$6,400

Out-of-pocket maximum per individual is \$3,200 per year.

► DENTAL

Plan	Monthly Employee Paid Premiums
Single	\$0
Single + Dependent(s)	\$9.46
Family	\$51.16

► VISION

Plan	Monthly Employee Paid Premiums
Single	\$0
Family	\$3.50

► Other Benefits

Heartview employees are also eligible for supplemental insurance through Aflac, a health savings account, and an Employee Assistance Program through The Village.

► RETIREMENT

Employees are eligible to participate in a defined contribution 401K plan and Heartview will match up to 4% of the employee's contribution beginning the first day of the month following the date of employment. An additional non-elective contribution from Heartview may be approved annually by the board of directors, subject to plan rules. Matching funds are fully vested after five years.