

# 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

**Karalee Harper**  
Chief Compliance  
Officer  
**701-751-5732**

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	\$2,800
Single + Dependent(s)	\$126.48	\$4,200
Family	\$685.98	\$5,600

Out-of-pocket maximum per individual is \$2,800 per year.

### ▶ Health Savings Account

Employees enrolled in Heartview's health insurance are eligible to contribute pre-tax dollars to a Health Savings Account.

### ▶ Supplemental Insurance

Employees are eligible to enroll in supplemental insurance through Aflac.

### ▶ Employee Assistance Program

Heartview's Employee Assistance Program through The Village provides free, short-term, confidential financial, relationship and emotional health counseling to employees and their families.

## ▶ 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 immediately upon employment. An extra contribution from Heartview may be approved annually by the board of directors. Matching funds are fully vested after five years.

*"I like the flexibility to be able to attend my son's baseball games or pick him up from school if I need to."*

*"I think my favorite part of working at Heartview is getting to see the transformations that happen; from talking on the phone with someone who is so completely broken, to then watching that same person leave our facility weeks later looking and acting like a completely different person. I love getting to be a part of that everyday."*