

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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Chief Compliance
Officer
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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	\$3,000
Single + Dependent(s)	\$144.38	\$4,500
Family	\$783.08	\$6,000

Out-of-pocket maximum per individual is \$3,000 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 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.

"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."