

Generations Care, LLC Employee Benefit Summary

Benefit	Who Pays	When you are Eligible	Other Enrollment Issues	Description	Cost per Pay Period				
					Employee Only	Employee + Family			
Health Plan	GC & You	After 90 days	Must work 30 hours or more per week or 60 hours per pay period (FT employee)	DakotaCare	56.01	310.22			
Dental Plan	GC & You	After 1 year of service	Must work 30 hours or more per week or 60 hours per pay period (FT employee)	Delta Dental	3.81	23.42			
Vision	You	Immediately	Must work 30 hours or more per week or 60 hours per pay period (FT employee)	Discounts offered through Budget Optical and DakotaCare Value Plus Discount Program					
Life Insurance	GC	After 90 days	Must work 30 hours or more per week or 60 hours per pay period (FT employee)	\$15,000 term life policy for full-time employees thru New York Life					
Flexible Spending Accounts	You	After 90 days	Must work 30 hours or more per week or 60 hours per pay period (FT employee)	DakotaCare Flex - allows you to set aside pre-tax dollars to pay for unreimbursed medical or dependent care expenses - \$2,000 for medical and \$5,000 for dependent care					
401(k)	You Fund plan; GC pays administrative costs	After 1 year of service	Must be 18 years of age; worked 1,000 hours in first year	Simpson Group 401K Plan - currently no match or profit sharing					
Vacation Time	GC	After 1 year of employment for full or part-time hourly employees			After Years of Service	Accrued Vacation time per hour worked	Vacation hours earned per 80-hour pay period	Possible Annual Accrual for FY Status	Maximum Accrual Balance
					1 year	0.03846	3.0768	80	240 hours
					5 years	0.05769	4.6152	120	240 hours
					10 years	0.07692	6.1536	160	240 hours
Sick Leave	GC	Accrual begins immediately		Sick leave begins on the 2nd day of illness following completion of a 90-day introductory period of employment; once you have accumulated 240 hours accrued sick leave, it can pay for the 1st day of illness.	immediate	0.02307	1.8456	50	30 days
Personal Day	GC	After 1 year of full-time service	Must work 30 hours or more per week or 60 hours per pay period (FT employee)	1 day for hourly employees and 2 days for salaried employees					
Holidays	GC	Paid holidays for management/salaried employees	Hourly employees will be paid at 1.5 times your hourly rate, if you work that holiday	6 days - New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day and Christmas Day					
Counseling	GC	After 90 days		First 5 sessions of counseling at Christian Life Ministries will be paid - areas of counseling include marriage, parenting, depression, anxiety, addiction, grief, compulsive behaviors and inaccurate self-image					
AFLAC Supplemental Plans	You	Quarterly Enrollment	Must work 30 hours or more per week or 60 hours per pay period (FT employee)	Cancer Care, Intensive Care, Accident Plan, Disability Plan					
Other Benefits Offered	GC & You			Springs Golf Club Discounts, Prepaid Legal, New York Life Insurance					

Note: No waiting periods for management/salaried employees.
Contact Human Resources at 605-718-6460 for more detail and information on the benefits offered by Generations Care, LLC.