

RHC Employee Benefits Package

At ReGenesis Health Care, our employees play an essential role in increasing community access to comprehensive quality and affordable healthcare. We are committed to providing market-competitive compensation, comprehensive benefits, educational opportunities, and other additional offerings to all eligible staff members after their first 90 days of employment.

Health Insurance

ReGenesis Health Care offers a choice of two affordable health care plans through PEBA State Health Plan:

- A traditional health insurance plan
- A high-deductible health insurance plan with an optional health savings account.

As an employee, you have the option of setting up a tax-favored spending accounts program that allows you to save money for eligible medical and dependent care costs.

You are automatically enrolled in Basic Life Insurance at no cost if you enroll in health insurance. This policy provides \$3,000 in coverage.

You are automatically enrolled in Basic Long-Term Disability at no cost if you enroll in health insurance. The maximum benefit is \$800 per month.

Dental Insurance

We provide two options for dental coverage:

1. Dental Plus pays more and has higher premiums and lower out of pocket costs.
2. Basic Dental pays less and has lower premiums and high out of pocket costs.

Each year, for everyone on your plan, exams, cleanings, and x-rays are covered at 100%.

Vision Insurance

ReGenesis Health Care offers vision insurance through EyeMed. You can have an exam once a year and get either frames/lenses or contacts.

Life Insurance

Supplemental life insurance is available in increments of \$10,000, up to a maximum of \$500,000 or three times your annual salary.

Employees also can purchase additional life insurance to cover your spouse and/or children through convenient payroll deductions.

Disability Insurance

ReGenesis Health Care offers short-term and long-term disability insurance to replace a portion of your income if you become disabled and can no longer work.

Retirement

We have chosen Voya Financial as the service provider for your retirement savings plans.

ReGenesis Health Care has elected to match 100% of the first 3%, and 50% of the next 2% of pay that you contribute. ReGenesis Health Care has also established a Profit Sharing plan in which you are eligible to receive contributions after 1 year of service.

Holidays and Paid Time Off

ReGenesis Health Care observes 9 ½ paid company holidays, including your birthday. Plus 18 paid days off.

Additional Benefits

- Norton LifeLock identity theft protection.
- AFLAC Accident, Critical Illness, and Hospital Indemnity plans.
- National Health Service Corps (NHSC) loan repayment program.
- Public Student Loan Forgiveness.